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LABOUR BUREAU • GOVERNMENT OF INDIA • MINISTRY OF LABOUR

Contents

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Vol. IX, No. 2

	PAGES
<b>Special Articles—</b>	
Production Trends in the Cement Industry, 1943-50 . . . . .	89
Accidents in Factories, 1949 . . . . .	96
<b>Reports and Enquiries—</b>	
✓ Agricultural Labour Enquiry Reports—Conditions in Vandalur and Dorwan Villages . . . . .	101
Working of the Payment of Wages Act, 1936 on Railways during 1947-48 . . . . .	105
Working of the Employment of Children Act, 1938 on Railways during 1947-48 . . . . .	107
<b>Labour Laws and Decisions—</b>	
<b>LAWS—</b>	
The Factories Act, 1948 . . . . .	108
The Essential Services (Prevention of Strikes) Ordinance, 1951 . . . . .	108
The Madhya Bharat Industrial Disputes Rules, 1951 . . . . .	109
The Indian Merchant Shipping (Amendment) Act, 1951 . . . . .	109
The Indian Merchant Shipping (Medical Examination) Rules, 1951 . . . . .	109
The Industrial Statistics (Labour) Rules, 1951 (Kutch) . . . . .	109
The Orissa Maternity Benefit Bill, 1951 . . . . .	109
The Mysore Labour Housing Rules, 1951 . . . . .	109
The Punjab State Employees' State Insurance (Medical Benefit) Rules, 1950 . . . . .	110
The Minimum Wages Act, 1948 . . . . .	110
Coal Industry declared as Public Utility Service . . . . .	111
<b>DECISIONS—</b>	
Validity of Awards of the Industrial Tribunal (Bank Disputes)—Supreme Court's Judgment . . . . .	112
<b>Labour Intelligence—</b>	
<b>INDIAN—</b>	
Industrial Disputes in India during June 1951 . . . . .	117
Labour News from States for the month of June, 1951 . . . . .	119
Industrial Tribunal (Bank Disputes) . . . . .	124
<b>FOREIGN—</b>	
Annual Report of the Chief Inspector of Factories, U. K. for 1949 . . . . .	126
The Minimum Wage Act of Philippines . . . . .	128
<b>Current Labour Literature—</b>	
Articles of Labour Interest in Periodicals . . . . .	131
Additions to the Labour Bureau Library . . . . .	132
<b>Statistics</b> . . . . .	135

# INDUSTRIAL AWARDS IN INDIA—AN ANALYSIS

LABOUR BUREAU PUBLICATION NO. 9

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of  
India,  
Ministry  
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Labour,  
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The awards, etc., analysed in this monograph cover a period from 1939 to 1950 and deal with such topics as jurisdiction of Industrial Tribunals, minimum wages, dearness allowance, night shift allowance, leave and holidays with pay, profit sharing and profit bonus, provision for the future of workers, compensation for involuntary unemployment, payment of wages during a period of strike or lockout, retrenchment and reinstatement. It also contains appendices in tabular form showing basic minimum wages, dearness allowance, leave with pay, provident fund and gratuity recommended by Adjudicators, etc., and legislative provisions regarding holidays with pay in various countries.

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# Indian Labour Gazette

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## PRODUCTION TRENDS IN THE CEMENT INDUSTRY, 1943-50

Cement occupies an important place in the industrial structure of the country. The industry is basically self-sufficient in that the raw materials required for cement production are indigenous and are easily available. The industry, first started in 1904, made rapid progress especially after the first World War of 1914-18 when the number of cement factories had increased to eight. During the two decades after the first World War the progress was maintained. Thus, while there were, in 1921, only 8 units producing about 250,000 tons of cement a year, in 1939 there were 19 units with six times the output. During the second World War, some new factories were started and many more were planned during the post-war period. However, with the partition of the country in 1947, these plans of expansion received a setback, although cement is one of the few industries which emerged comparatively unscathed after partition. Out of a total number of 24 cement factories in undivided India, only 5 with a production capacity of 605,000 tons went to Pakistan and the rest with a production capacity of 2,115,000 tons remained in India.

An important feature of the structure of the industry is the dominant role played by two companies in its development and control. The Associated Cement Companies Ltd., control 11 units (one more had started production recently)\* and the Dalmia group have under them 3 units; in addition, there are 8 other companies operating separately and individually†. These are (1) Sone Valley Portland Cement Co., Japla; (2) Kalyanpur Lime and Cement Co., Banjari; (3) Andhra Cement Co., Vijayawada; (4) Mysore Iron and Steel Works, Bhadravati; (5) Digvijay Cement Co., Seeka (Jamnagar); (6) India Cement Ltd., Tinnévelley; (7) Travancore Cement Ltd., Kottayam; and (8) Jhajha Cement and Industries Ltd., Jhajha (Bihar). Out of the total capacity of the industry of 28.15 lakh tons in December, 1949 the A.C.C. Group had a production capacity of 18.45 lakh tons and the Dalmia group 4.40 lakh tons. Thus, these two major groups together accounted for as much as 22.85 lakh tons or 81.2 per cent. of the total productive capacity of the entire industry.

### PRODUCTION TRENDS (1943-50)

(1) 1943-48.—The peak production of the industry during this period, when the installed capacity was near about 2 million tons, was recorded in the year 1943 when the total production amounted to

\* According to the latest reports, this factory at Sevalia, (Bombay), with a production capacity of 2 lakh tons has started production early in April 1951—(vide *Capital*, April 15, 1951, p. 489).

† See statement I at the end of this article.

1.7 million tons (Statement II). Thereafter there was a steady fall in the output due to various causes, important among which were shortage of coal and transport difficulties especially during the post-war years. These difficulties were accentuated to an appreciable extent by the turmoil immediately following the Partition in 1947. Consequently, the production of cement in 1947 was only 1,448,000 tons, in spite of the fact that the installed capacity during the year increased by one lakh tons as compared to the previous year. As stated in the Annual Report of the A.C.C. for the year 1946-47, "there was a substantial fall in the production and despatches of cement chiefly due to labour and transport difficulties." This view finds corroboration from a writer in the *Eastern Economist* who observed: "In the past, apart from labour trouble and political unsettlement, the major difficulty has been wagon shortage both for moving coal to the factories and taking away production from the factories."\*

The cement industry has had a series of poor production years after 1945 when the production amounted to 1.65 million tons. In 1946 output fell by about 100,000 tons and in 1947 by about another 100,000 tons, resulting in a decline in the total output to 1.4 million tons. The output in 1947 represented only 68.5 per cent. of efficiency in terms of installed capacity. In the year 1946-47 as much as 8 per cent. decline in the production of the A.C.C. Ltd. was attributed to transport difficulties; and it was reported that this percentage had increased during 1947-48. However, in 1948, output registered a slight increase as compared to 1947, probably due to improvement in the transport position. It may be mentioned that throughout the period total output fell far short of the installed capacity and this was mainly attributable to the shortages of coal, gunny bags, railway wagons, etc.

(2) 1949 and 1950.—The year 1949 saw a revival of production in the cement industry. During the first six months of the year the output came to 950,551 tons. In the third quarter production amounted to as much as 518,196 tons due to the fact that three factories—one in Saurashtra and the other two in South India—with a rated capacity of 250,000 tons per annum came into production. Moreover the transport position was steadily improving throughout the year and the improvement was noticeable to a marked degree during the latter half of 1949, such improvement indirectly contributing towards a satisfactory scale of production. In consequence, the total production in 1949 amounted to 2,102,425 tons as against 1,552,907 in 1948.

During the year 1949, in addition to the establishment of three new units, the capacity of several factories was substantially increased, the resulting increase in capacity for the industry as a whole being of the order of about 7 lakh tons per year. Thus, by 1949, the total installed capacity of the industry in the Indian Union rose to 2.8 million tons as against 2.1 million tons in 1948.

The upward trend in the output of cement was further in evidence during the year 1950 when production reached the high figure of 26.1 lakh tons, as compared to 21 lakh tons in 1949. The reasons for the increase so far as the major group was concerned were referred to by the Chairman of the A.C.C. Ltd. in his speech at the 14th Annual General Meeting of the Company held in January, 1951.

\* *Eastern Economist*, October 29, 1948, p. 743.

He said : " As a result of the steady progress in the expansion programme of our group backed up by a substantial improvement in transport facilities, both production and off-take increased substantially, production showing an increase of 4.21 lakh tons over last year ..... Our despatches for the year represented an increase of about 18 per cent. over the last year and equalled 70 per cent. of the total despatches for the entire industry."

#### EMPLOYMENT AND ABSENTEEISM

In the returns under the Factories Act, no separate figures of employment for the Cement industry as such are available. However, from the data available in the Labour Bureau for certain units it is estimated that the total number of workers employed in the cement industry in 1950 was about 33,000. Of these, about 23,000 were employed in the A.C.C. factories, nearly 2,500 in the Dalmia group and the rest in the other 8 units. Comparable data on employment in 9 of the important units in the industry are available and are given below :—

#### *Employment in the Cement Industry\**

Units	1944	1946	1948	1950
Kymore (A. C. C.)	3,422	3,800	5,100	5,594
Lakheri (A. C. C.)	1,600	3,015	3,022	3,724
Dwarka (A. C. C.)	700	873	847	1,216
Madukkarai (A. C. C.)	2,000	2,167	2,226	2,004
Mangalagiri (A. C. C.)	1,250	1,727	2,128	1,219
Surajpur (A. C. C.)	1,005	1,263	1,339	2,170
Japla (Independent)	1,580	1,633	1,484	1,435
Dalmianagar (Dalmia group)	520	411	483	1,007
Vijayawada (Independent)	316	294	257	692
Total	12,543	15,192	16,985	19,061

A study of these data would show that in almost all the units, the number of workers employed has been gradually increasing. The main reason for this upward tendency in employment would seem to be the increase in the installed capacity in a number of units. Thus, in the A.C.C. group of factories, production capacity was augmented by 3 lakh tons between 1947 and 1949.

\* Based on the replies to the questionnaires issued by the Labour Bureau to important units in the industry.

Figures of absenteeism in the Cement industry collected by the Labour Bureau are given in the statement below :—

*Absenteeism in Cement Factories*

	Percentage of absen- teeism
1947	
Average . . . . .	12.2
1948	
Average . . . . .	10.9
1949	
Average . . . . .	10.1
1950	
Average . . . . .	10.6
January . . . . .	9.6
February . . . . .	9.7
March . . . . .	11.3
April . . . . .	11.4
May . . . . .	10.5
June . . . . .	12.8
July . . . . .	8.6
August . . . . .	10.2
September . . . . .	8.7
October . . . . .	10.3
November . . . . .	9.0
December . . . . .	9.0

INDUSTRIAL RELATIONS

Generally speaking, industrial relations in the cement industry have been very cordial. In this connection the following observations of the Chairman of the A.C.C. Ltd., may be quoted : "During the year, we could witness a growing consciousness on the part of our workers of their obligations and responsibilities which attitude, I feel, has been brought about as much by the Company's efforts towards the progressive improvement in their material well-being, undeterred by provocation or lack of encouragement from irresponsible elements in the labour camps, as by the active steps which Government have at last been forced to take to weed out these and other undesirable elements from the rank and file of labour. Barring token strikes of a few hours' duration at one or two places and display of some violence on two occasions, labour relations at the Company's works were singularly cordial and happy and it is not perhaps over-optimistic for us to hope that this gratifying trend towards better relations and mutual recognition of rights and responsibilities will come to stay. I may add that the establishment of Works Committees, which have now been functioning at our factories for some time, has made no small contribution towards this improvement."\* However, in the year 1950, there seems to have been a slight worsening of the relations between the labour and management, as may be seen from

\* Chairman's speech at the 13th Annual General Meeting of the .C. Ltd., 20th January, 1950.

the following remarks. "I regret to report that labour relations this year have been far from happy at some of our works, resulting in substantial losses in man-hours and production"\*.

Data regarding the number of man-days lost are given in the statement below. From these figures it is difficult to establish any clear-cut relationship between the number of mandays lost and the fall or rise in production. This is clear from the fact that although the number of mandays lost due to industrial disputes in the year 1949 and 1950 were more or less of the same magnitude, production in 1950 was very much higher than in 1949.

*Man-days Lost due to Industrial Disputes in the Cement Industry*

Year	No. of man-days lost
1946	76,604
1947	22,739
1948	1,24,603
1949	24,799
1950	27,922

From the available information it would appear that the disputes in recent years mainly related to 'personnel' and 'wages and allowances'. It may also be pointed out that in 1949 some of the work-stoppages were the result not of industrial disputes but of other causes such as the shortage of coal, etc. For instance, two small factories in Bihar had to stop work due to shortage of coal resulting, in one case, in about 6,000 mandays lost.

**PROFITS OF THE CEMENT INDUSTRY**

The Reserve Bank of India have analysed the balance sheets of 6 cement companies for the year 1947†. The provisional figures based on the results of this analysis are reproduced in the statement attached. The 6 cement companies studied had a total paid-up capital of Rs. 1,136.1 lakhs. The analysis shows that during the year 1947, the total net income (before taxes) of the 6 companies amounted to Rs. 99.1 lakhs or 16 per cent. of the total sales. After making provision for income and super taxes, however, the units recorded a net profit of Rs. 58.1 lakhs, and paid a total dividend (on ordinary shares) of Rs. 45.9 lakhs. The Managing Agency Commission and the total dividend paid on ordinary shares constituted about 13 and 46 per cent. respectively of the total net income (before taxes).

Some data regarding the profits, dividends, etc., of the A.C.C. Ltd., are available from the Annual reports of the Company. The A.C.C. comprises 11 units in the Indian Union and 2 units in Pakistan and the balance sheet relates to all the 13 units. The Company has a total paid-up capital of Rs. 1,055.86 lakhs and made a net profit, after meeting all expenses of operation and management and after allowing for depreciation and taxation, of Rs. 162.46 lakhs during the year

\* Chairman's speech at the 14th Annual General Meeting of the A.C.C. Ltd., 24th January, 1951.

† See statement III at the end of this article.



1949-50. The dividends declared by the company since 1939-40 are as follows :—

Year	Profit	Dividend (per cent.)
1939-40	—	5
1940-41	—	6
1941-42	76,39,532	8
1942-43	59,48,450	7
1943-44	65,83,358	7
1944-45	65,28,045	7
1945-46	72,24,512	7
1946-47	47,54,280	5
1947-48	75,61,409	6
1948-49	73,46,000	7
1949-50	162,46,373	8½

Summaries of balance sheets of some cement companies for recent years are also available. From these balance sheets relevant data regarding the profit position of some selected companies during the period 1946-49 are given in statement IV attached. It will be seen that the two major companies have been paying dividends amounting to 5 to 7 per cent. per annum.

### STATEMENT I Cement Factories in India (1950)

Name of the Unit	State	Installed capacity (Dec. 49) (tons)	No. of workers employed (January 1950)
<i>A. C. C. Group</i>			
1. C. P. Cement Works, Kymore . . . .	Madhya Pradesh	18,45,000	5,594
2. Lakheri Cement Works, Lakheri . . . .	Rajasthan		3,724
3. Khalari Cement Works, Khalari . . . .	Bihar		1,542
4. Bhupendra Cement Works, Surajpur . . . .	PEPSU		2,170
5. Gwalior Cement Works, Banmore . . . .	Madhya Bharat		584
6. Okha Cement Works, Dwarka . . . .	Bombay		1,216
7. Porbandar Cement Works, Porbandar . . . .	Saurashtra		522
8. Shahabad Cement Works, Shahabad . . . .	Hyderabad		584
9. Coimbatore Cement Works, Madukkarai . . . .	Madras		2,001
10. Chaibasa Cement Works, Jhinkpani . . . .	Bihar		3,568
11. Kistna Cement Works, Mangalagiri . . . .	Madras		1,219
<i>Dalmia Group</i>			
12. Dalmia Dadri Cements, Ltd., Dalmia Dadri . . . .	PEPSU	4,40,000	391
13. Dalmia Cement Ltd., Dalmiapuram . . . .	Madras		1,158
14. Rohtas Industries Ltd., Dalmianagar . . . .	Bihar		1,007
<i>Others</i>			
15. Sone Valley Portland Cement Co. Ltd., Japla . . . .	Bihar . .	2,00,000	1,435
16. Andhra Cement Co., Vijayawada . . . .	Madras . .	30,000	692
17. Mysore Iron and Steel Works Ltd., Bhadravati . . . .	Mysore . .	20,000	—
18. Kalyanpur Lime and Cement Works, Ltd., Banjari . . . .	Bihar . .	30,000	835
19. Jhajha Cement and Industries Ltd., Jhajha . . . .	Bihar . .	12,000	—
20. Shree Digvijay Cement Co., Ltd., Jamnagar . . . .	Saurashtra . .	1,00,000	—
21. Indian Cement Ltd., Tinnervelly . . . .	Madras . .	1,00,000	—
22. Travancore Cement Ltd., Kottayam . . . .	Travancore Cochin	50,000	—

STATEMENT II  
Production of Cement

1								Installed capacity in tons	Output in tons	Output as per cent of average for 1946
								2	3	4
1943	.	.	.	.	.	.	.	—	16,98,815	—
1944	.	.	.	.	.	.	.	—	16,59,466	—
1945	.	.	.	.	.	.	.	—	16,55,750	—
1946	.	.	.	.	.	.	.	20,15,000	15,42,326	100.0
1947	.	.	.	.	.	.	.	21,15,000	14,47,660	93.9
1948	.	.	.	.	.	.	.	21,15,000	15,52,807	100.7
1949	.	.	.	.	.	.	.	28,15,000	21,02,425	136.3
1950	.	.	.	.	.	.	.	29,74,992	26,12,910	169.4
January	.	.	.	.	.	.	.	2,47,916	2,25,855	175.7
February	.	.	.	.	.	.	.	"	2,01,368	156.7
March	.	.	.	.	.	.	.	"	2,24,090	174.4
April	.	.	.	.	.	.	.	"	2,09,979	163.4
May	.	.	.	.	.	.	.	"	1,91,746	149.1
June	.	.	.	.	.	.	.	"	2,09,421	162.9
July	.	.	.	.	.	.	.	"	2,10,724	164.0
August	.	.	.	.	.	.	.	"	2,19,245	170.6
September	.	.	.	.	.	.	.	"	2,20,470	171.5
October	.	.	.	.	.	.	.	"	2,13,988	166.5
November	.	.	.	.	.	.	.	"	2,36,920	183.7
December	.	.	.	.	.	.	.	"	2,49,101	193.8

Source : *Monthly Statistics of Production of Selected Industries in India* ; Ministry of Industry and Supply, except for the years 1943 to 1945, figures for which are taken from the quarterly *Bulletin* of the Ministry of Industry and Supply.

STATEMENT III  
Analysis of Balance Sheets of six Cement Companies for 1947\*

Item	Rs. in lakhs
1. Paid-up Capital . . . . .	1136.1
2. Fixed Assets (Gross) . . . . .	1459.8
3. Accumulated Depreciation . . . . .	587.4
4. Fixed Assets (Net) . . . . .	872.4
5. Total Assets . . . . .	2333.4
6. Opening Stock . . . . .	44.0
7. Purchases . . . . .	305.6
8. Closing Stock . . . . .	73.8
9. Cost of Materials consumed . . . . .	275.8
10. Sales . . . . .	618.1
11. Total income . . . . .	646.9
12. Salaries and Wages . . . . .	120.9
13. Managing Agency Commission . . . . .	13.1
14. Interest Charges . . . . .	1.4
15. Other Expenses . . . . .	69.0
16. Gross Profit or Loss (—) . . . . .	157.7
17. Provision for Depreciation . . . . .	58.6
18. Net Income or loss before Taxes (—) . . . . .	99.1
19. Provision for Income and Super Taxes . . . . .	41.0
20. Net Profit or loss after Taxes (—) . . . . .	58.1
21. Dividends on ordinary shares . . . . .	45.9
22. Balance of Profit retained in Business or deficit (—) . . . . .	12.2
23. Increase (+) or Decrease (—) in stock . . . . .	+29.8

\* The figures are provisional and have been furnished by the Reserve Bank of India.

## STATEMENT IV

## Analysis of Working of Some Large Cement Companies

Year	Associated Cement Companies Ltd. (Year ends 31st July.)*				Dalmia Cement Ltd.†			
	Reserve Fund	Profit**	Taxation, etc.‡	Dividend rate per cent per annum	Reserve Fund	Profit¶	Taxation	Dividend rate per cent per annum
1	2	3	4	5	6	7	8	9
1946	76,00,000	72,24,512	58,70,000	7	4,00,000	22,03,044	13,00,000	7½
1947	76,00,000	47,54,280	33,00,000	5	..	16,57,643	8,00,000	5
1948	76,00,000	75,61,409	1,16,60,000	6	3,00,000	16,99,232	8,50,000	5
1949	76,00,000	120,49,531	96,00,000	7	..	..	..	..

Year	Sone Valley Portland Cement Co. (Year ends 31st Dec.)†				Andhra Cement Co. Ltd., (Year ends 31st Dec.)*			
	Reserve Fund.*	Profit§	Taxation	Dividend rate per cent per annum	Reserve Fund	Profit	Taxation	Dividend rate per cent per annum
	10	11	12	13	14	15	16	17
1946	3,50,000	5,95,167	2,12,000	4	..	40,405	..	7½
1947	3,50,000	6,38,767	2,00,000	4	..	1,23,894	..	..
1948	6,50,000	11,82,539	2,70,000	2	3,27,757	3,17,804	81,496	5
1949	..	..	..	..	..	..	..	..

\* *Investors' Encyclopedia*, 1949-50.† *The Investors' India Year Book*, 1956.

‡ For 18 months.

\*\* After providing for taxation and depreciation.

¶ After providing for taxation.

§ After providing for taxation.

## ACCIDENTS IN FACTORIES, 1949

Annual returns under the Factories Act for the year 1949 show a total of 75,616 accidents in factories in the 9 Part A States and the centrally administered areas of Ajmer, Delhi, Coorg and the Andaman and Nicobar Islands. Compared to the reported total of 68,064 accidents in the year 1948, there was, thus an increase of about 11 per cent. in the total number of accidents during the year under review.

The frequency rate of accidents per thousand workers employed increased from 28.84 in 1948 to 31.06 in 1949. A table showing the number of accidents and the corresponding frequency rates for the years 1939 to 1949 is given below :—

TABLE I

*Accidents in Factories, 1939 to 1949*

Year	Fatal		Serious		Minor		Total	
	Number	Per 1000 workers employed	Number	Per 1000 workers employed	Number	Per 1000 workers employed	Number	Per 1000 workers employed
1939	221	0.13	5,837	3.33	29,948	17.10	36,006	20.56
1940	236	0.13	6,857	3.72	33,986	18.42	41,079	22.57
1941	271	0.13	8,374	3.88	40,001	18.59	48,736	22.60
1942	323	0.14	9,111	3.99	44,740	19.60	54,174	23.73
1943	361	0.15	10,016	4.11	48,799	20.03	59,176	24.29
1944	348	0.14	10,638	4.22	56,336	22.33	67,322	26.69
1945	342	0.13	11,006	4.16	58,775	22.24	70,123	26.53
1946*	252	0.11	8,423	3.64	48,460	20.94	57,135	24.68
1947†	214	0.09	8,675	3.81	49,892	21.93	58,781	25.84
1948†	259	0.11	9,132	3.87	58,673	24.86	68,064	28.84
1949†	250	0.10	8,702	3.57	66,664	27.39	75,616	31.06

\* Excluding Punjab and N. W. F. P.

† These figures relate to the Indian Union Provinces while the previous ones relate to pre-partition British India.

Of the total number of accidents reported during the year, 250 were fatal, 8,702 were serious and 66,664 were minor as against 259 fatal, 9,132 serious and 58,673 minor accidents in 1948. Thus, while there was a slight fall in the number of fatal and serious accidents during 1949 as compared to the previous year, the number of minor accidents increased considerably. The Factories Act, 1948, which came into force in the beginning of 1949, lays great stress on fencing and guarding of machinery and places the responsibility for the safety of work-places on the shoulders of the employers. This transfer of responsibility might have had an effect on the incidence of fatal and serious accidents. On the other hand, better reporting and the extension of the scope of the Act to small factories which were not so far governed by any legislation may be partly responsible for the increase in the number of minor accidents.

The following statement gives Statewise, the number of accidents of each type and their frequency rates :—

TABLE II  
*Accidents in Factories, by States, 1949*

	Fatal		Serious		Minor		Total	
	No. of workers killed	Per 1000 workers employed	No. of workers injured	Per 1000 workers employed	No. of workers injured	Per 1000 workers employed	No. of workers injured	Per 1000 workers employed
Assam .	9	0.15	71	1.16	812	13.28	892	14.53
Bihar .	23	0.15	398	2.56	5,013	32.27	5,434	34.98
Bombay .	73	0.09	4,420	5.60	23,850	30.21	28,343	35.90
Madhya Pradesh.	9	0.09	44	0.46	2,422	25.16	2,475	25.71
Madras .	44	0.14	1,077	3.32	5,012	15.47	6,133	18.93
Orissa .	1	0.07	20	1.50	51	3.82	72	5.39
Punjab .	5	0.13	51	1.30	1,246	31.65	1,302	33.08
U. P. .	32	0.14	324	1.39	6,426	27.48	6,782	29.01
West Bengal.	51	0.08	2,138	3.21	18,516	27.81	20,705	31.12
Ajmer .	1	0.06	33	2.15	2,118	137.71	2,152	139.02
Delhi .	2	0.05	122	3.14	1,166	30.05	1,290	33.21
Andaman & Nicobar Islands.	..	..	4	2.00	32	16.00	36	18.00
Total .	250	0.10	8,702	3.57	66,664	27.39	75,616	31.06

Bombay recorded the largest number of accidents during the year under review. Compared to the previous year, while Assam, Madras, Orissa and Delhi, showed decreases in the total number of accidents, the other States showed increases.

Among the major States, the largest increase in the accident rate was recorded in Bihar (from 28.29 to 34.98) where the number of accidents increased from 4,193 in 1948 to 5,434 in 1949. The Bihar report states that the increase is mainly due to the change introduced in certain factories in the method of reporting accidents. Previously a person slightly injured was given first aid and was allowed to return to work or given light work. This practice has now been changed and persons who are injured, even though slightly, are laid off and the injuries are treated as accidents. Moreover, many of the smaller factories which did not report any accidents previously, have been reported to have shown a number of minor accidents in 1949. The number of fatal accidents also increased during the year on account of an explosion in the Coal Plant of the Indian Copper Corporation, which accounted for 7 deaths.

Although there was an increase in the number of persons employed in Madras, the total number of accidents showed a decline from 6,767 during 1948 to 6,133 in the year under review. A majority of the serious and minor accidents were reported by the Railway workshops and textile mills.

In Uttar Pradesh while the number of fatal and serious accidents decreased, the number of minor accidents increased. The reasons for this increase are stated to be employment of raw hands, illiteracy.

lack of accident consciousness among workers and better and prompt reporting of accidents.

As in Uttar Pradesh, West Bengal also showed a decrease in the number of fatal and serious accidents and an increase in the number of minor accidents. The report adds that a large number of minor accidents reported were small cuts or bruises for which medical certificates were liberally issued by factory medical officers. Of the 20,705 accidents in the State, jute mills accounted for 8,296, general engineering for 4,080 and iron and steel for 3,231.

As usual, Ajmer-Merwara recorded the largest accident rate of 139.92 due to the inclusion of a large number of minor accidents generally reported in the railway workshops.

Orissa recorded the lowest rate of accidents, viz., 5.39. The number of accidents in the State decreased from 145 in 1948 to 72 in 1949. Of the accidents in 1949, paper mills accounted for 16 serious and 17 minor accidents. Railway workshops accounted for only 19 minor accidents during 1949. The decrease in the number of accidents in the State is mainly due to the fact that railway locomotive workshops which were previously considered as factories under the Factories Act were removed from the scope of the new Act which came into force from 1st April 1949.

An analysis of the accidents which occurred in 1949 by causes, is given in the following table :—

TABLE III  
*Accidents in Factories, by Causes, 1949*

	Fatal	Serious	Minor	All accidents
Machinery—				
(a) Prime movers . . . . .	..	40	97	137
(b) Transmission machinery . . . . .	26	230	738	994
(c) Lifting machinery . . . . .	8	53	241	302
(d) Working machinery . . . . .	42	2,736	12,688	15,466
Total . . . . .	76	3,059	13,764	16,899
Transport—				
(a) Rolling stock on lines . . . . .	13	76	494	583
(b) Rolling stock not on lines . . . . .	4	88	543	635
Total . . . . .	17	164	1,037	1,218
Persons falling . . . . .	41	671	3,652	4,364
Falling objects . . . . .	26	1,583	12,426	14,035
Hand tools . . . . .	..	333	5,281	5,614
Electricity . . . . .	21	43	188	252
Poison, corrosive Substances, etc. . . . .	6	67	441	514
Explosions and fire . . . . .	22	318	2,991	3,331
Miscellaneous . . . . .	41	2,464	26,884	29,389
ALL CAUSES . . . . .	250	8,702	66,664	75,616

It will be seen from the above that "machinery" accounted for nearly 22 per cent. of the accidents—30 per cent. of fatal accidents, 35 per cent. of serious accidents and 21 per cent. of minor accidents. Apart from miscellaneous causes, the source next in importance was "falling objects" which accounted for 18.6 per cent. of the accidents. "Hand tools" were responsible for 7.4 per cent. of the accidents.

Apart from machinery, "persons falling", "falling objects", "electricity" and "explosions and fire" accounted for a majority of the fatal accidents. In the case of serious accidents, "falling objects" and "persons falling" were some of the major sources. "Falling objects" were also responsible for a considerable number of minor accidents.

## REPORTS AND ENQUIRIES

### AGRICULTURAL LABOUR ENQUIRY REPORTS

#### CONDITIONS IN VANDALUR AND DORWAN VILLAGES

The Ministry of Labour of the Government of India have been conducting an all-India enquiry into the conditions of agricultural workers in 813 villages selected on the basis of stratified random sampling. Prior to the conduct of the main enquiry in these villages, a preliminary enquiry was conducted, in accordance with the recommendations of the Committee of Economists and Statisticians attached to the Cabinet Secretariat, in 27 villages—3 in Madras, 5 in West Bengal, 4 in Bihar, 2 in Orissa, 2 in Madhya Pradesh, 1 in Mysore, 2 in Assam and 8 in U.P.—during the period June, 1949, to November, 1949, with a view to testing the questionnaire drawn up for the Enquiry, amplifying the instructions to the field staff, getting an idea of the time taken and the nature of field staff required.

The Ministry of Labour have now published the first two of a series of monographs relating to the preliminary enquiry conducted in 1949 in village Vandalur in Madras and in village Dorwan in Bihar. The data collected relate to the previous agricultural year. Considering the illiteracy and short memory of the villagers, the data could only be regarded as a first approximation. Even so, the findings in these reports, though they may not form the basis for any general conclusion, would be of value and throw some light into the standards of living of agricultural workers.

The questionnaire used during the preliminary enquiry consisted of three parts : Part I—General Village Questionnaire ; Part II—General Family Questionnaire ; and Part III—Intensive Family Questionnaire. The General Village Questionnaire was intended to supply the general background of the village and to contain data relating to system of land tenure, population, occupational classification of the families in the village, the extent of land utilisation the area and yield of important crops, daily and piece wages for the various agricultural operations (separately for men, women and children), hours of work, wholesale and retail prices of important commodities and the nature and extent of forced labour, if any, obtaining in the village. In the General Family Questionnaire data regarding age, sex, caste, main and subsidiary occupations of the heads of the families, size, earnings, net annual family income from various sources and the size of holdings, if any, cultivated by the family were collected for every family in the village. The Intensive Family Questionnaire was intended mainly to contain information regarding employment and earnings separately for the various earners in the family, the number of days of unemployment of men earners and the reasons thereof, the annual income and expenditure of the family and indebtedness. This part was intended for collecting data in respect of only agricultural workers' families in the village.



In addition to the above data, the investigating staff also prepared descriptive notes on each selected village showing certain broad aspects of the village economy, like land utilisation, irrigation, methods of cultivation, land revenue, crops grown, the agricultural calendar, implements and manures used, livestock statistics, consumption habits of the villagers, housing conditions and a brief description of the village administration and co-operative societies functioning therein.

The enquiry had a limited objective and as such was not intended to cover all aspects of village life. That being so, it confined itself to agricultural workers' families and the data collected related mainly to employment opportunities, wages, standard of living and indebtedness.

Each report consists of two parts. Part I contains certain basic information for the village as a whole like the location of the village, the agrarian pattern of the district in which it is located, information on population, land utilisation, irrigation, methods of cultivation, size of holdings, rents, land revenue, crops grown, the agricultural calendar, rainfall, wages and hours of work of agricultural workers, their consumption habits, housing conditions, subsidiary occupations, retail and wholesale prices of important articles of consumption, co-operative societies functioning in the village and a brief description of the village administration. Part II contains the results of the factual survey. These are summarized below :—

#### (a) Village Vandalur

(i) The total population of the village at the time of the enquiry was 1,805 of which 583 were adult men, 465 adult women and 757 children.

(ii) There were 362 families of whom 114 or 31.5 per cent. were agricultural families and 248 or 68.5 per cent. non-agricultural. Of these, 54 were families of casual agricultural workers, none of which had any land. There were no attached workers' families.

(iii) The average size of the family was 5 persons for the village as a whole, consisting of 1.3 earners, 0.6 helpers and 3.1 dependents. The average size of the agricultural workers' families was 4.2 persons of whom 2.0 were earners, composed of 1.2 men, 0.7 women and 0.1 children.

(iv) The holdings in the village were very small, nearly 56 per cent. being below 2 acres, 33 per cent. between 2 and 5 acres, about 7 per cent. between 5 to 10 acres and only 4 per cent. above 10 acres.

(v) The rates of daily wages for casual workers were generally 12 annas in cash and 4 annas worth of *Kanji* (gruel) for men. Women and children were paid 6 annas in cash with *Kanji* (gruel). If the men brought their own bullocks for ploughing they were given a rupee extra.

(vi) The agricultural workers' families earned, on an average, an income of Rs. 322.5 per annum. Work in the fields fetched, on an average, Rs. 177.3 or 55 per cent. of the total income. The other occupations in which they were engaged were mud-working, cutting palmyra leaves, wood splitting and carting. The income per earner was Rs. 165.5 with a standard error of Rs. 72.5 and coefficient of variation of 43.7 per cent.

(vii) On an average, the number of days for which the agricultural worker was employed was 200 in the case of men. Agricultural work alone accounted for only 133.7 days and other subsidiary occupations for the remaining 66.3 days.

(viii) The agricultural worker's diet was poor, both in quantity and quality. Further, it varied considerably during the different seasons. On an average, the expenditure per agricultural worker's family was Rs. 332.5 per annum as against an annual income of Rs. 322.6.

The expenditure on the different groups and the percentages to total were as follows :—

Group	Expenditure	Percentage to total
	Rs.	
Food . . . . .	249.5	75.0
Clothing and footwear . . . . .	39.4	11.9
Fuel & lighting . . . . .	3.1	0.9
House rent . . . . .	7.4	2.2
Services . . . . .	3.4	1.0
Miscellaneous . . . . .	29.7	9.0
Total . . . . .	332.5	100.0

The high percentage of expenditure on food and the low expenditure on miscellaneous items reflect a low standard of living.

(ix) The annual average consumption of cereals per family of agricultural workers amounted to about 11.6 maunds made up of 6.6 maunds of rice and 5 maunds of *ragi*. The average annual expenditure per consumption unit (using Lusk's co-efficients) was Rs. 105.2 with a standard error of Rs. 33.5 and a co-efficient of variation of 31.8 per cent.

(x) Of the 54 agricultural workers' families, 15 were in debt, the average debt per indebted family being Rs. 42/-.

(xi) The report reveals that it is a ryotwari village, having the taluka headquarters at a distance of 16 miles. There is no hospital or dispensary in the village and people go either to the District Board dispensary or to the private dispensaries which are at a distance of 4 miles from the village. The nearest *mandi* to which the produce of the village is transported by bullock carts is situated at a distance of 12 miles. There is a Methodist Mission Primary School in the village.

#### (b) Village Dorwan

(i) The total population of the village was 496, of which 168 were adult men, 151 adult women, and 177 children.

(ii) There were 89 families, of which 82. or 92.1 per cent. were agricultural families and 7 or 7.9 per cent. were non-agricultural. Families of tenants cultivating leased land numbered 63, while the remaining 19 families were of agricultural workers, 16 being attached and 3 of casual workers.

(iii) The average size of the family was 5.6 persons for the village as a whole, consisting of 1.5 earners, 0.5 helpers and 3.6 dependants. The average size of the 16 attached workers' families was 4.8, composed of 2.1 earners, 0.6 helpers and 2.1 dependants.

(iv) The holdings of the village were very small, 44 per cent. being below 2 acres, 25 per cent. between 2 to 5 acres, 16.7 per cent. between 5 to 10 acres and only 14.3 per cent. being 10 acres and above.

(v) The rates of daily wages for casual workers were Rs. 1-11-6 and those for attached workers Rs. 1-0-3. Women were paid equal wages as men workers.

(vi) The agricultural workers' family on an average had an income of Rs. 444.4 per annum. Work in fields fetched on an average Rs. 238.2 or 53 per cent. of the total income. The other occupations for which they were engaged were like dairying, house construction, domestic services, shoemaking and *kahari* (carrying palanquin). The annual income per earner of an agricultural worker's family was on an average Rs. 261.6 with a standard error of Rs. 138.2 and co-efficient of variation of about 53 per cent.

(vii) On an average, the number of days for which the agricultural worker was employed was 154.7 in the case of men, agricultural work accounting for 151.5 days and other subsidiary occupations for the remaining 3.2 days.

(viii) The agricultural workers' diet was poor both in quantity and quality and varied considerably during the different seasons. The average expenditure per agricultural worker's family was 615.8 as against an annual income of Rs. 444.4. The expenditure on food was the highest being 84.7 per cent. of the total. The expenditure on the different groups and their percentage to the total are given below :—

Group	Expenditure	Percentage to total
	Rs.	
Food . . . . .	521.7	84.7
Clothing and Footwear . . . . .	30.0	4.9
Fuel and Lighting . . . . .	10.1	1.6
House Rent . . . . .	3.0	0.5
Miscellaneous . . . . .	51.0	8.3
Total . . . . .	615.8	100.0

(ix) The annual average consumption of cereals and pulses of attached workers amounted to about 27.6 maunds made up of 17.0 maunds of rice, 4.2 maunds of *sattu*, 1.9 maunds of maize, 3.7 maunds of khesari and 0.8 maunds of gram dal. The average expenditure

per consumption unit (using Lusk's co-efficients) was Rs. 162 with a standard error of Rs. 47 and co-efficient of variation of about 30 per cent.

(x) Of the 16 attached agricultural workers' families, 13 were in debt. The average debt per agricultural family being Rs. 250.

(xi) The report reveals that the village has a lower primary school and the nearest civil and veterinary hospitals are at a distance of 10 miles. The roads of the village are unmetalled. The village being situated at a low land, the fields remain under water during the rainy season and no vehicle can pass on the road at that time. The main marketing centre is at a distance of 16 miles from the village.\*

#### WORKING OF THE PAYMENT OF WAGES ACT, 1936 ON RAILWAYS DURING 1947-48

A summary of the annual report of the Chief Labour Commissioner on the Working of the Payment of Wages Act on Railways during 1947-48 is given in the following paragraphs.

The Chief Labour Commissioner (Central) continued to be in charge of the administration of the Act. The Conciliation Officers and Labour Inspectors carried out inspections on behalf of the Chief Labour Commissioner and the Regional Labour Commissioners who have been appointed as "Inspectors" under the Act. Irregularities discovered by the Labour Inspectors in the course of their inspection continued to be reported to the Heads of Railways either direct or through the Regional Labour Commissioners (Central). A considerable number of minor irregularities were rectified by the Inspectors through personal discussion on the spot with the supervisory staff of the Railways. The Conciliation Officers inspected selected Railway Establishments with a view to ensuring proper working of labour enactments.

All persons employed in Indian Railways, including Railway workshops, (excepting those on Railways in Indian States) either direct or through contractors and drawing below Rs. 200 per month were covered by the Payment of Wages Act in so far as Railways are concerned. The total number of persons thus governed by the Act during 1947-48 was 1,090,611†. Of these, 884,521 were employed directly by the railways and 206,090 were employed by contractors. Of the total number directly employed 21,537 were substitutes. Of the regular employees 861,992 were adults and 992 were children.

\* It has been made clear in the author's preface to these two Reports that the views expressed in these Reports are not of the Ministry of Labour.

† Excluding S.S.L. Railway.

The total number of Railway and contractors' establishments and offices of Paymasters inspected during the year was 2,622. There was a considerable increase in the number of establishments inspected during the year in the Southern Zone. Very little inspection was however done on the G.I.P. Railway for want of adequate inspecting staff. There was a decrease in the number of establishments inspected in the Eastern and Western Zones also as a result of communal disturbances consequent on the partition of India.

No fewer than 4,322 irregularities were reported during the year under review. The irregularities related mostly to non-payment of wages in time. Display of notices was neglected in many cases in the Eastern Zone. Of the 4,301 irregularities referred to the Railway Administrations for rectification, 1,237 were rectified during the year and 69 were objected to. The rest were under consideration of the Authorities at the end of the year. The registers of fines and of deductions for damage or loss were not maintained in many cases according to the requirements of law and such irregularities were brought to the notice of the Administrations.

During the year under review 1,874 cases were reported as involving delays in payment of wages. The usual explanations, *viz.*, that the employee concerned was not present at the time of payment or could not produce the necessary medical certificate in time, etc., were given. Some of the Labour Inspectors reported that the annual increments of a large number of workers were not being sanctioned and paid on due dates.

The provisions of the Act in regard to the imposition of fines were reported to have been overlooked in 100 cases. At the intervention of the Inspectors all irregular recoveries were returned to the employees. Forty-seven cases were detected on the B.B. & C.I. Railway in which deductions were made in excess of the limits laid down. A number of other cases were also observed in which one provision or another of the law had been overlooked in making deductions. All such cases were taken up with the Railway administrations.

The total amount of fines imposed during the year on Railway labour was Rs. 20,168. Deductions for damage or loss amounted to Rs. 156,745 and for breach of contract Rs. 159.

The Payment of Wages (Federal Railways) Rules were amended in December 1946 to cover contractors employing 20 persons or more. The Labour Inspectors in the Southern Zone however reported that the contractors were absolutely ignorant of the revision of the rules and their obligations under the same. Response from the contractors to the Regional Labour Commissioner's instructions was not satisfactory in the Eastern Zone.

The report contains a consolidated statement of the annual returns received from the various Railways. The following table summarises the information regarding the number of persons employed and the total wages paid and shows the average annual earnings with corresponding figures for the previous year.

Zone	Number of persons employed in 1947-48	Total wages paid in 1947-48	Average annual earnings in 1947-48	Average annual earnings in 1946-47
		Rs.	Rs.	Rs.
Southern—				
(a) . . . . .	330,103	202,855,253	614.5	558.5
(b) . . . . .	73,429	51,263,723	698.1	636.2
Eastern—				
(a) . . . . .	313,698	188,992,347	602.5	449.7
(b) . . . . .	70,899	46,645,053	657.9	598.6
Western—				
(a) . . . . .	80,737	41,029,543	508.2*	516.4
(b) . . . . .	15,655	6,608,277	422.1*	620.8
Total (a) . . . . .	724,538	432,877,143	597.5	505.0
(b) . . . . .	159,983	104,517,053	653.3	619.0
Grand Total (a+b) . . . . .	884,521	537,394,196	607.6	525.3

(a) Non-factory labour.

(b) Factory labour.

\* A number of offices and establishments on the E.P. Railway came into existence after the partition of the country in August 1947. The working strength of the workshops at Kalka was also considerably increased soon after partition. In such cases the figures related only to about 8 months during the year. Moreover, due to communal disturbances many workers remained on leave for long periods without pay. Hence the apparent fall in average earnings.

### WORKING OF THE EMPLOYMENT OF CHILDREN ACT, 1938 ON RAILWAYS DURING 1947-48

The Chief Labour Commissioner's report on the working of the Employment of Children Act on Railways is summarised below. The Act prohibits the employment of children under 15 years of age in occupations connected with the transport of passengers or goods or mails by railway. The Chief Labour Commissioner, the Regional Labour Commissioners (Central) and the Labour Inspectors (Central) who were appointed as Inspectors for the purposes of the Act in respect of Federal Railways, made 675 inspections during the year. One hundred and four irregularities were detected, of which 61 were rectified. Most of the cases detected were in respect of children employed by contractors who cater to the needs of the passengers.

Railways do not employ children in protected occupations but the Railway officials are charged with the responsibility of seeing that Children under 15 years of age are not employed by them in any occupation connected with the transport of passenger goods or mails within their jurisdiction.

The report adds that although the position has improved with the passing of time, the need for acquainting all Railways Contractors with the provisions of the Act remains, and the officers of the Industrial Relations Machinery continued to take all necessary steps in this direction.

# LABOUR LAWS AND DECISIONS

## LAWS

### THE FACTORIES ACT, 1948

(a) *Delhi State Welfare Officers (Recruitment and Conditions of Service) Rules, 1951.*—The draft of the above Rules, which the Chief Commissioner of Delhi proposes to frame under Sections 49(2) and 50 of the Factories Act, 1948, read with the Government of India, Ministry of Labour Notification No. Fac. 41(53), dated 22nd July, 1949, has been published in the *Gazette of India*, dated 7th July, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration after a period of three months from the date of this notification, along with any objections or suggestions which may be received within that period.

(b) *The Welfare Officers (Recruitment and Conditions of Service) Rules, 1951 (P.E.P.S.U.).*—The draft of the above Rules, which the Government of Patiala and East Punjab States Union, in exercise of powers conferred by Section 49 of the Factories Act, 1948, propose to frame, has been published in the *P.E.P.S.U. Government Gazette*, dated 22nd July, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration after a period of three months from the date of the publication of this notification in the official *Gazette*, along with any objections or suggestions which may be received within that period.

(c) *The Rajasthan Factories Rules, 1951.*—The Government of Rajasthan, in exercise of the powers conferred by the Factories Act, 1948, have published the draft of the above-mentioned Rules in the *Rajasthan Gazette*, dated 21st July, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration by the State Government on or after 1st November, 1951, together with any objections or suggestions which may be received before that date.

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### THE ESSENTIAL SERVICES (PREVENTION OF STRIKES) ORDINANCE, 1951

With a view to providing for the prevention of strikes in certain essential services, the President, in exercise of the powers conferred by Article 123 of the Constitution, has promulgated the above-named Ordinance on 11th July, 1951. The text of the Ordinance has been published in the *Gazette of India (Extraordinary)*, dated the 11th July, 1951.

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THE MADHYA BHARAT INDUSTRIAL DISPUTES RULES, 1951

The full text of the above-mentioned rules has been published in the supplement to the *Madhya Bharat Government Gazette*, dated 30th June, 1951.

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## THE INDIAN MERCHANT SHIPPING (AMENDMENT) ACT, 1951

The above Act received the assent of the President on 16th July, 1951 and has been published for general information, in the *Gazette of India (Extraordinary)*, dated 17th July, 1951. The purpose of the amending Act is to provide for the medical examination of all persons who may wish to join the seafaring profession and to prescribe their qualifications in order to ensure the recruitment of proper persons who are both physically and otherwise fit for the performance of their duties.

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## THE INDIAN MERCHANT SHIPPING (MEDICAL EXAMINATION) RULES, 1951

The Central Government, in exercise of the powers conferred by sub-section (3) of Section 26A of the Indian Merchant Shipping Act, 1923, have framed the above rules, the full text of which, has been published in the *Gazette of India (Extraordinary)*, dated 17th July, 1951. It has been notified that the Rules would come into force immediately after their publication.

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THE INDUSTRIAL STATISTICS (LABOUR) RULES, 1951  
(KUTCH)

The text of the above Rules which the Chief Commissioner, Kutch State, in exercise of the powers conferred by sub-section (1) of Section 12 of the Industrial Statistics Act, 1942, has framed, has been published in the *Kutch Government Gazette (Extraordinary)*, dated 30th June, 1951.

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## THE ORISSA MATERNITY BENEFIT BILL, 1951

The above Bill, which has been proposed to be introduced in the Orissa Legislative Assembly, seeks to prevent the employment of women in Orissa factories sometime before and sometime after confinement, and to provide for payment of maternity benefit to them. The full text of the Bill has been published in the *Orissa Gazette*, dated 20th July, 1951.

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## THE MYSORE LABOUR HOUSING RULES, 1951

The draft of the above Rules, which the Government of Mysore propose to make in exercise of the powers conferred by section 47 of the Mysore Labour Housing Act, 1949, has been published in the *Mysore Gazette*, dated 28th June, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration after the expiry of one month from the date of its publication in the *Mysore Gazette*, together with any objections or suggestions which may be received within the said period.

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## THE PUNJAB STATE EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT) RULES, 1950

The text of the above Rules, which the Government of Punjab, in exercise of the powers conferred by clauses (d) to (h) of sub-section (1) of Section 96 of the Employees' State Insurance Act, 1948, have framed, has been published in the *Punjab Government Gazette*, dated 6th July, 1951.

## THE MINIMUM WAGES ACT, 1948

(a) *The Punjab Minimum Wages Rules, 1950.*—The text of the above Rules, which the Governor of Punjab, in exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948, has been pleased to make, has been published in the *Punjab Government Gazette*, dated 6th July, 1951. It has been notified that these Rules would come into force with immediate effect.

(b) *Hyderabad and Mysore Rules.*—In exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948, the Governments of Hyderabad and Mysore have framed Minimum Wages Rules, for their respective States. The drafts of these rules have been published in their official *Gazettes*\* for eliciting public opinion.

(c) *Minimum rates of wages for agricultural operations in Delhi State.*—The Chief Commissioner of Delhi, in exercise of the powers conferred by Section 3(1) (a) (ii) of the Minimum Wages Act, 1948, as amended, read with Government of India, Ministry of Labour Notification No. L.P.24(1), dated 16th March, 1949, has been pleased to fix the following minimum rates of wages† within the meaning of Section 4(1) (iii) of the said Act, payable to employees as specified in the schedule below and employed in employment in agriculture.

### Schedule

(Part II of the Schedule under the Minimum Wages Act, 1948)  
*Employment in Agriculture*

Name of agricultural operation		Minimum rates of wages	
		Rs.	a. p.
1. For Adult Male—		2	0 0 per day
1. Ploughing		2	0 0 per day
2. Harrowing		2	0 0 per day
3. Sowing		2	0 0 per day
4. Embanking		1	8 0 per day
5. Transplanting		2	0 0 per day
6. (i) Weeding with <i>Phaura</i>		1	8 0 per day
(ii) Weeding with <i>Khurpu</i>		2	0 0 per day
7. Irrigating		2	0 0 per day
8. Harvesting		2	0 0 per day
9. Threshing		2	0 0 per day
10. Winnowing		1	8 0 per day
11. Miscellaneous			
2. For Adult Female—		1	4 0 per day
1. Transplanting		1	4 0 per day
2. Weeding		1	8 0 per day
3. Harvesting		1	4 0 per day
4. Miscellaneous			
3. For attached worker		45	0 0 per month

\* *Hyderabad Gazette (Ordinary)*, dated 21st June, 1951 and the *Mysore Gazette*, dated 5th July, 1951.

† These rates will come into force with effect from 1st September, 1951.

(d) *Minimum rates of wages in the C.P.W.D.*—The Central Government, in exercise of the powers conferred by sub-section (1) of Section 3 of the Minimum Wages Act, 1948, have in a Notification No. S.R.O. 1065, dated 11th July, 1951 (published in the *Gazette of India*, dated 14th July, 1951) directed that the minimum rates of wages payable in respect of the classes of employees, specified in the schedule to the Notification, working in the Central Public Works Department on road construction or in building operations, should, with effect from the date of this notification, be as specified in the schedule. It has been further notified that where any such employee below the age of 21 years is employed in the scale of pay of Rs. 30—12—35, his basic pay should be Rs. 30/- reduced by rupee one for each year by which he falls short of 21 years but such pay should be increased by rupee one after each succeeding year (the increment to take effect from the birth date of the employee), until the employee attains the age of 21 years when he should draw the minimum of the said scale. According to the schedule the least skilled worker will get Rs. 30 p.m. as minimum basic wage and Rs. 40 as cost of living allowance.

(e) *Minimum rates of wages in lac manufactories in Bihar State.*—In exercise of the powers conferred by section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948, the Governor of Bihar has fixed with effect from the date of the publication of the notification in the *Bihar Gazette*, the minimum rates of wages (at the all inclusive rate) to certain categories of workers for the different localities in the State. These rates of wages, the categories of workers to whom the wages are payable and the different localities where the wages so fixed are enforceable are contained in the schedule to the Bihar Government Notification No. W3-1012/51-L-133, dated the 16th July, 1951, published in the *Bihar Gazette*, dated 25th July, 1951.

According to the said schedule, the unskilled worker gets Rs. 1/4/- per day.

### COAL INDUSTRY DECLARED AS PUBLIC UTILITY SERVICE

In exercise of the powers conferred by sub-clause (vi) of clause (n) of Section 2 of the Industrial Disputes Act, 1947, and in supersession of the Notification of the Government of India in the Ministry of Labour, No. LR 1(32), dated 7th May, 1951, the Central Government have declared the coal industry, so far as it is concerned with the production and supply of coal and coke in the territories of India to which the Industrial Disputes Act, 1947, extends, to be a public utility service for the purposes of the said Act for a period of six months from the date of the publication of the Notification.\*

\* Government of India, Ministry of Labour, Notification No. S.R.O. 1068, dated 10th July, 1951, published in the *Gazette of India*, dated 14th July, 1951.

## DECISIONS

### VALIDITY OF AWARDS OF THE INDUSTRIAL TRIBUNAL (BANK DISPUTES)

#### SUPREME COURT'S JUDGMENT

An important judgment was recently delivered by the Supreme Court of India in appeals filed by the United Commercial Bank Ltd., and other banks challenging the validity of the awards made by the All India Industrial Tribunal (Bank Disputes). The facts of the case were as follows :

By a notification dated the 13th June 1949 the Government of India, constituted a Tribunal for the adjudication of industrial disputes between certain banking companies and their employees. The Tribunal consisted of Shri K. C. Sen (Chairman), Shri S. P. Varma and Shri J. N. Mazumdar. By another notification issued in August, 1949, Government appointed Shri N. Chandrasekhara Aiyar as a member of the Tribunal in place of Shri Varma. The Tribunal commenced its regular sittings from 12th September 1949. On 23rd November, 1949 the services of Shri Aiyar were placed at the disposal of the Department of External Affairs of the Government of India and he was appointed a member of the Indo-Pakistan Boundary Disputes Tribunal. Shri Aiyar rejoined the Tribunal on 20th February, 1950. During the period of his absence the proceedings were continued before the Chairman and the remaining member and certain interim awards were made. After Shri Aiyar rejoined the Tribunal, all the three members prepared the final award and signed it on the 31st July 1950. This award was published in the Gazette of India dated 12th August, 1950. The main point raised in the appeals filed by the Banks was that this award was without jurisdiction. In some of the appeals it was contended that some of the interim awards given by the Chairman and Shri Mazumdar were also without jurisdiction.

The jurisdiction of the Tribunal to make the award, dated 31st July 1950 was disputed on the following grounds :

- (1) That when Shri Chandrasekhara Aiyar's services ceased to be available the remaining two members had to be re-appointed to constitute a Tribunal.
- (2) That when Shri Aiyar began to sit again with Shri Sen and Shri Mazumdar from the forenoon of 20th February, 1950 it was imperative to issue a notification constituting a Tribunal under section 7 of the Industrial Disputes Act, 1947.

It was argued that in the absence of Shri Aiyar the two members had no jurisdiction to hear anything at all without the appropriate notification and that Shri Aiyar's services having ceased to be available on 23rd November 1949, he could not sit again with the other two members to form the Tribunal in the absence of a notification under section 7 of the Industrial Disputes Act.

The appeals were heard by Chief Justice H. J. Kania, Justice S. Fazl Ali, Justice M. P. Sastri, Justice M. C. Mahajan, Justice B. K. Mukherjea, Justice S. R. Das and Justice V. Bose. The judgment of the majority of the Court was delivered by Chief Justice Kania and was concurred in by Justices Mukherjea, Das and Bose.

Chief Justice Kania held that in order to appreciate the correct position it was necessary to consider the scheme of the Industrial Disputes Act. He examined the various provisions of the Act relating to the appointment of various authorities under the Act. Examining the position of Boards of Conciliation and Courts of Enquiry, he found that the Act provided for all the contingencies such as those created by temporary or casual absence of members, a permanent vacancy, etc. He further concluded that by providing for a quorum the Act limited the rights of the remaining members of Boards and Courts to act when all of them were not acting together. Examining the position of Tribunals, he found that the Act only contained provisions empowering the appropriate Governments to constitute Tribunals, fix the number of members and prescribed the qualifications necessary for appointment of persons as members. It did not contain any provision regarding the notification of the constitution of the Tribunals. This deficiency was made up by Rule 5 of the Industrial Disputes Rules, 1949 framed by the Government under section 38 of the Act. In view of this Rule Chief Justice Kania held that it is obligatory on the appropriate Governments to notify the composition of the Tribunal and also the names of the persons constituting the same. He remarked: "In respect of a tribunal which is entrusted with the work of adjudicating upon disputes between employers and employees which have not been settled otherwise, this provision is absolutely essential. It cannot be left in doubt to the employers or the employees as to who are the persons authorized to adjudicate upon their disputes. This is also in accordance with notifications of appointments of public servants discharging judicial or quasi-judicial functions. The important thing therefore to note is that the number forming the tribunal and the names of the members have both to be notified in the official Gazette for the proper and valid constitution of the tribunal."

Chief Justice Kania further held that it was clear from sections 15\* and 16† of the Act that a Tribunal as a body must sit together and the award must be the result of the joint deliberation of all members of the Tribunal acting in a joint capacity and that it is not open to any member to refrain from signing the award. He held that if an award was not signed by all the members it will be invalid as it will not be the award of the Tribunal.

In the light of the above conclusions Chief Justice Kania proceeded to examine the facts of the case before him. He held that when Shri Aiyar's services ceased to be available it was not open to Government to leave parties in doubt in respect of the Tribunal. He

\*Which provides that when an industrial dispute is referred to a Tribunal for adjudication, it should hold its proceedings expeditiously and as soon as practicable and at the conclusion thereof, submit its award to the appropriate Government.

†Which provides that all members of the Tribunal shall sign the award.

remarked : "In our opinion the whole scheme of the Act leads to the conclusion that the Government must notify its decision as to what it desired to do, i.e., whether it intended to fill up the vacancy or not and thereupon notify what members were going to constitute the tribunal. We are led to that conclusion because a tribunal of three consisting of Mr. Sen, Mr. Mazumdar and Mr. Chandrasekhara Aiyar is a different tribunal from one consisting of two, viz., of Mr. Sen and Mr. Mazumdar only."

The respondents (i.e., bank employees and the Union of India) placed strong reliance on the words of section 8\* of the Act. They argued that it was for the appropriate Government alone to pronounce whether the services of a member had ceased to be available at any time and that it was not a matter for the decision of the Court. Chief Justice Kania, however, did not accept the argument and remarked : "In our opinion, what is left to the opinion of the Government is, in case of the services of a member ceasing to be available, to appoint or not to appoint. Those stages having passed, the appropriate Government, under the section, is obliged to appoint another person to fill the vacancy, if the vacancy is created in respect of a chairman. In respect of the vacancy of a member's post, the Government is given the option to appoint or not to appoint another person. The concluding words of the sub-section 'so reconstituted' clearly relate only to the contingency of the Government making the appointment of another independent person in the vacancy. It is quite clear that the object of section 8 is to make specific provisions in respect of situations when the Government must or does fill up vacancies in the event of the services of a member or chairman not being available and the consequences of a totally new man filling up the vacancy..... It does not contemplate the consequences of the Government not making an appointment where it has the option not to do so. The emphasis on the words 'so reconstituted' in sub-sections (1) and (3) and the concluding words of each of those clauses clearly bear out this intention of the legislature."

It was argued that although no provision was made in section 8(1) about what is to happen if the Government did not fill up the vacancy, it was implied that in that event the remaining members could continue the work. Chief Justice Kania did not accept this argument also. He remarked : "*When the legislature wanted to*

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\* (1) "If the services of the chairman of a board or of the chairman or other member of a court or tribunal cease to be available at any time, the appropriate Government shall, in the case of a chairman, and may in the case of any other member, appoint another independent person to fill the vacancy, and the proceedings shall be continued before the board, court or tribunal so reconstituted."

(2) Where a court or tribunal consists of one person only and his services cease to be available the appropriate Government shall appoint another independent person in his place, and the proceedings shall be continued before the person so appointed.

(3) Where the services of any member of a board other than the chairman have ceased to be available, the appropriate Government shall appoint in the manner specified in sub-section (3) of section 5 another person to take his place, and the proceedings shall be continued before the board so reconstituted."

provide that in spite of the temporary absence or permanent vacancy the remaining members should be authorised to proceed with the work they have made express provision to that effect. If in the case of a board or court of inquiry, neither of which is adjudicating any disputes, such a provision was considered necessary to enable the remaining members to act as a body, we think that the absence of such provision in respect of the tribunal, which adjudicates on the disputes and whose quasi-judicial work is admittedly of a joint character and responsibility, lends to the irresponsible conclusion that in the absence of one or more members the rest are not competent to act as a tribunal at all."

Chief Justice Kania held that it was not correct on the part of the Government to ask Shri K. C. Sen and Shri Mazumdar to go on with proceedings in the absence of Shri Aiyar and to defer their decision on the question of filling up the vacancy. He observed: "the fundamental basis on which the tribunal has to do its work is that all members must sit and take part in its proceedings jointly..... Proceeding with the adjudication, in the absence of one, undermines the basic principle of the joint work and responsibility of the tribunal and all its members to make the award." He held that to enable Shri Sen and Shri Mazumdar to function as a Tribunal in the absence of Shri Aiyar a notification under section 7 of the Industrial Disputes Act was absolutely essential. "The work of the two members in the absence of such a notification cannot be treated as the work of a tribunal established under the Act and all their actions are without jurisdiction".

Chief Justice Kania next examined the position of the Tribunal after 20th February, 1950 when Shri Aiyar commenced to sit again with the other two members. It was suggested to the Court that Shri Aiyar should be treated as having remained throughout a member of the Tribunal of three and that he resumed work after temporary absence between November, 1949 and February 1950. Chief Justice Kania did not accept this view and observed: "In our opinion, this position is quite unsupportable. When the services of Mr. Chandrasekhara Aiyar ceased to be available to the tribunal in November 1949, and the Government accepted the position that a vacancy had occurred, Mr. Chandrasekhara Aiyar ceased to be member of the tribunal of three as constituted under the Government notification of June 1949. Thereafter Mr. Chandrasekhara Aiyar never became a member of the tribunal as he was never appointed a member before he signed the award. No notification making such an appointment under section 7 read with section 8 of the Act has been even suggested to exist. In the circumstances, the position in law was that Mr. Chandrasekhara Aiyar ceased to be a member of the tribunal of three as originally constituted, that no new tribunal of two was legally constituted and that having ceased to be member of the tribunal of three Mr. Chandrasekhara Aiyar could not resume duties as a member of the tribunal of three without a fresh constitution of a tribunal of three. The result is that all the interim awards purported to be made by Mr. Sen and Mr. Mazumdar as well as the final award made by the three must all be held to have been made without jurisdiction".

Chief Justice Kania did not accept the suggestion that Shri Aiyar's signature on the award may be treated as surplus because

he felt that by taking active part in the deliberations and in the proceedings after 20th February, 1950 Shri Aiyar must have influenced the decisions of the other two members.

It was contended on behalf of the respondents that under section 8 the contingency of the Government not filling up the vacancy is visualised and that the section also provides that in the event of a vacancy the Government may fill it up by appointing a new man and in such a case the proceedings need not start afresh. It was argued that nothing more had happened in the present case and therefore no question of the invalidity of the awards arose. Chief Justice Kania did not accept these contentions due to the following reasons : (1) when Government decides not to fill up a vacancy its decision has to be notified : (2) when the services of a member cease to be available and that fact is conveyed to the rest of the members under section 5(4) and 6(3) the rest have no right to act as a body at all. Dealing with the second part of the contention Chief Justice Kania agreed that the Government are empowered to exercise the option of filling or not filling the vacancy and declaring that if a new man is appointed the proceedings will not be commenced afresh ; but he held that the option has to be exercised having regard to the stage to which the proceedings may have reached. He held that it may be proper to declare that the proceedings will not start de novo when a vacancy created in the initial stages is filled. But if the work had progressed considerably the Government may not think it just and proper to fill up a vacancy by bringing in a new man as by doing so they will in effect permit the work of the body being done in two parts, viz., the first with two men and the second with three men. "These considerations", Chief Justice Kania observed, "emphasise the importance of the Government making up its mind to fill up or not to fill up a vacancy when it occurs. It cannot keep its decision in abeyance and at one stage intend to proceed on the footing that the vacancy is not filled up and later on after considerable work is done by the remaining members change its mind and proceed to act on the footing that a vacancy has continued and it fills up the same after some months."

Concluding the judgment, Chief Justice Kania observed : "On the admitted principle that the work of the tribunal, which is of a quasi-judicial nature, is one of joint responsibility of all its members, section 8 provides exceptions. The legislature having thus fixed in that section the limits of the exceptions, the limits have to be strictly observed and it is not within the competence either of the tribunal or the Government to extend the limits of those exceptions. In our opinion the incidents in respect of the sittings and work of this Banking Tribunal, as mentioned above, do not fall within the limits of the exceptions and therefore the awards must be considered as made without jurisdiction. In our opinion, therefore, the award made and signed by Messrs. Sen and Mazumdar and by all the three persons are without jurisdiction and the contention of the appellants on this issue must be accepted".

# LABOUR INTELLIGENCE

## INDIAN

### INDUSTRIAL DISPUTES IN INDIA DURING JUNE 1951

The month under review recorded a considerable increase in the number of disputes resulting in work-stoppages, the number of workers involved as well as the number of man-days lost as compared to the previous month. According to provisional statistics now available, there were 144 disputes involving 89,019 workers during the month under review as compared to 107 disputes involving 44,055 workers during the previous month. The number of man-days lost during the month was 3,79,046 as against 2,09,252 during the previous month and was the highest recorded in any month since the end of the recent general strike in the cotton textile industry in Bombay city.

Twelve of the disputes resulted in lockouts involving 10,345 workers and accounted for a time-loss of 1,33,161 man-days.

Bombay as usual reported the largest number of disputes viz., 53 and accounted for a time-loss of over 98 thousand man-days. The largest time-loss of about 133 thousand man-days was however suffered by West Bengal which recorded 27 disputes. The State of Madras reported during the month under review an unusually large number of disputes viz., 33 and accounted for a time-loss of about 66 thousand man-days. Madhya Pradesh with 10 disputes also suffered a considerably heavy time-loss, which was of the order of 56 thousand man-days.

The industries which suffered most were, Textiles, Food, Drink and Tobacco and Engineering. These three groups accounted for about three-fifths of the total time-loss recorded during the month. Most of the recorded increase in time-loss during the month was also shared between these three industry groups. A table showing the industry-wise distribution of the man-days lost during the month with corresponding figures for the previous two months is given overleaf.



*Man-days lost due to Industrial Disputes*

Industry	June 1951	May 1951	April 1951
Textiles—			
Cotton . . . . .	114,509	77,163	88,119
Jute . . . . .	4,246	240	—
Others . . . . .	3,370	11,469	1,982
Engineering . . . . .	39,323	9,325	11,292
Minerals and Metals—			
Iron and Steel . . . . .	2,740	1,285	3,400
Others . . . . .	10,050	9,232	3,957
Food, Drink and Tobacco . . . . .	82,380	10,499	26,020
Chemicals and Dyes . . . . .	18,357	420	840
Wood, Stone and Glass . . . . .	10,010	10,944	7,279
Paper and Printing . . . . .	7,559	920	7,746
Skins and Hides . . . . .	—	—	1,428
Gins and Presses . . . . .	—	—	—
Mines—			
Coal . . . . .	4,270	16,400	18,573
Others . . . . .	6,440	934	—
Transport—			
Railways . . . . .	20,177	19,125	16,100
Others . . . . .	—	150	—
Docks and Ports . . . . .	12,676	6,223	4,908
Plantations . . . . .	2,405	—	—
Municipalities . . . . .	7,329	179	989
Miscellaneous . . . . .	33,199	34,744	1,78,426
Total . . . . .	379,046	209,252	3,71,359

Demanding employment for all the workers likely to be retrenched on account of the intended closure of the 3rd shift from 1st July, 673 workers of certain departments of the India United Mills (No. 1) Bombay went on strike on the 28th June, as a result of which 3,886 workers of certain other departments had to be laid-off. The strike was in progress at the end of the month. A strike was also reported to be in progress since 12th June in the Cooper Engineering Works, Satara Road (Bombay) involving 2,043 workers, who went on strike protesting against the management's failure to concede their demands relating to provident fund, gratuity, leave, dearness allowance, bonus, pay scales, night shift allowance, etc. The dispute was referred earlier to an Industrial Tribunal for adjudication. Workers of 42 Bidi concerns at Sholapur, numbering 3,161 were locked-out on 26th June following their demand for increase in wages. The lockout was continuing at the end of the month. Discussions for settlement of the dispute were, however, said to be in progress.

About 3,000 workers of the bidi factories at Raniganj (West Bengal) staged a stay-in-strike on 6th June demanding payment of wages as per the schedule of minimum wages fixed by Government. The strike lasted for two days and was brought to a termination by the Labour Officer who intervened. There was, however, a fresh flare-up on 11th June following which the workers were locked out on a charge of resort to violence. The lockout was in progress at the end of the month. One thousand workers of the Oriental Gas Co. Calcutta were reported to be on strike since 13th June as a protest

against alleged assault on a worker by a member of the watch and ward staff. The strike in Swadeshi Industries, Panihati (24 Parganas) which started on 27th April involving 750 workers was in progress throughout the month under review. So also was the strike by the 700 workers of the Baraset Basirhat Railway.

Protesting against an increase in work-load, workers of the Sree Meenakshi Mills, Mathurai (Madras) went on strike on 18th June. The strike, which involved 2,458 workers directly and 380 workers indirectly, was in progress at the end of the month. Demanding an increase in wages, 94 workers of the Nellimarla Jute Mills, Nellimarla went on strike on 6th June as a result of which all the 2,000 workers had to remain idle. The strike was called off on 8th June. There were four strikes during the month under review in the Scindia Steam Navigation Company's Shipbuilding Yard at Visakhapatnam. One of these was in protest against the non-consideration of certain outstanding grievances. The others were in the nature of demands for a day off for participation in union activities. Each of these strikes involved more than 3,000 workers. There was a strike in the Visakhapatnam port from 6th to 8th June in which 1,500 workers participated demanding higher wages, reduction in hours of work, payment for overtime at twice the ordinary rate, etc. The strike was partially successful.

A number of big strikes took place in the textile industry in Madhya Pradesh during the month under review. A strike involving 714 workers in the Pulgaon Cotton Mills, which started on 31st May on the question of work-load of spindles continued till 14th June. On 4th June, 252 doffers of the Model Mills, Nagpur went on strike protesting against the grant of compulsory leave and this resulted in enforced idleness to 2,784 other workers. The strike continued till 13th June. Demanding bonus for the year 1949-50, 7,952 workers of the Empress Mills, Nagpur struck work on 11th June. The strike affected indirectly 1,273 other workers employed in the mills. There was another strike again in the Empress Mills, No. 1 & 2, from 20th June till 29th June, on the issue of suspension of two weavers. This involved 1,560 workers directly or indirectly.

There were no important strikes or lockouts in Uttar Pradesh during the month. A strike in the J. K. Cotton Spinning and Weaving Mills, Kanpur which lasted from 14th June till 18th June, however, involved directly or indirectly 3,029 workers and resulted in the time-loss of 9,087 man-days.

In Orissa, a one-day strike was reported in the iron ore and manganese mines on 3rd June involving 4,000 workers who demanded implementation of the terms of a previous agreement. The strike was partially successful.

Apart from the strikes and lockouts resulting from industrial disputes, there were some 8 work-stoppages during the month under review which involved 5,335 workers and resulted in a time-loss of 4,876 man-days.

#### LABOUR NEWS FROM STATES FOR THE MONTH OF JUNE, 1951

Notes on the labour situation during the month of June, 1951 have been received from the States of Ajmer, Assam, Bhopal, Bihar, Bombay, Delhi, Hyderabad, Madhya Bharat, Madhya Pradesh,

Madras, Mysore, PEPSU, Punjab, Rajasthan, Saurashtra, Travancore Cochin, Uttar Pradesh, Vindhya Pradesh and West Bengal. These are summarised below :—

In most of the States, the general labour situation appeared to be on the whole normal during the month. In Uttar Pradesh, it was stated that the situation improved considerably and remained satisfactory throughout the month. In some States, the employment situation showed some deterioration on account of closures and threats of closures mainly because of shortage of raw materials. In the Ajmer State, the two textile mills at Beawar gave notice of closure stating that in case fresh supplies of cotton could not be had in time, the mills would have to be closed. In Assam the rice and oil mills have been closed down owing to shortage of mustard seeds. The jute stocks in Katihar Jute Mills (Bihar) were exhausted on 11th June, 1951 when the workers attended their duties without doing any work. In Delhi, the D.C.M. Chemical Works decided to close down the Vanaspati plant on account of high prices of oil. Stoppages of short duration also occurred in Madhya Bharat due to such reasons as shortage of beans, breakage in the machinery and shortage of steam coal. In Punjab and Rajasthan all the seasonal cotton ginning factories were closed on account of termination of the season. In Uttar Pradesh the cases of play-offs and closures reported during the month affected 48 and 3 concerns respectively.

Some industrial unrest was noticed during the month. In Madhya Pradesh, there had been some agitation on account of the demand for grant of bonus for the year 1949-50 to the workers of the cotton textile mills in the State. A meeting of the Madhya Pradesh Textile Workers' Federation authorised the local unions to serve on the employers a 14 days' notice of strike from 26th July 1951 on the issues of bonus and other miscellaneous demands regarding wage increase and recognition of unions. The Executive Committee of the C.P. Mine Workers' Union served on the owners a notice of a general strike, to commence in Pench and Kanhan Valley Coal Fields, with effect from 2nd July, 1951 unless the demands of the workers relating to increase in basic wages and dearness allowance, old age pensions and adequate supply of cloth at reasonable prices and refixation of wages of coal cutters were met.

*Conciliation and Arbitration.*—In Bombay, 64 industrial disputes between employers and workers were amicably settled through the intervention of the Conciliation Officers. In 38 cases, no settlement could be brought about between the parties while in 48 cases the parties did not pursue the matter. In 6 cases, disputes were referred by the representative unions to the arbitration of Industrial Court. About 39 per cent. of the disputes which came up for conciliation under the Bombay Industrial Relations Act arose over questions of pay, allowances and bonus; 31 per cent., related to questions of retrenchment, leave, hours of work; and other miscellaneous causes accounted for the remaining disputes. The issues relating to pay, allowances and bonus contributed to 72 per cent. of the disputes dealt with outside the Bombay Industrial Relations Act, while employment, leave, hours of work and other miscellaneous causes accounted for the remaining disputes. The Madhya Pradesh Government have appointed all Deputy Commissioners, Additional Deputy Commissioners and Additional District Magistrates as Conciliators for

industrial disputes relating to local bodies in the local areas within their respective jurisdictions. In Madras, 10 industrial disputes were referred to Industrial Tribunals for adjudication while awards in respect of 19 industrial disputes were published in the *Fort St. George Gazette*. In Saurashtra, conciliation proceedings were held in 13 cases, out of which 10 were successful. In Travancore-Cochin the Conciliation Officers of the State Department held 20 meetings to resolve industrial disputes. Of these, 11 meetings ended in amicable settlement. The West Bengal Government have constituted 6 industrial Tribunals for the adjudication of industrial disputes in accordance with the provisions of the Industrial Disputes Act, 1947; each Tribunal consists of one member only.

**Legislation.**—The Hyderabad Government published the Minimum Wages Rules for eliciting public opinion and enforced the Hyderabad Public Works Department Contractors' Labour Regulations and Fair Wage Clause in the standard form of agreement. In PEPSU, draft Rules have been framed under the following enactments: (a) Indian Trade Unions Act, 1926; (b) Minimum Wages Act, 1948; and (c) Payment of Wages Act, 1936. In Vindhya Pradesh, Rules under the Minimum Wages Act, 1948 and the Employees' State Insurance Act, 1948 (clauses (a), (b) and (c) of Section 96) were made final and published in the *Gazette*; draft Rules framed under the following Acts were also published in the *Gazette* for inviting comments from persons likely to be affected thereby: (a) the Factories Act, 1948; (b) the Indian Trade Unions Act, 1926 and (c) the Employees' State Insurance Act, 1948 (clauses (d) to (h) of Section 96).

**Enforcement of Labour Acts: (a) Minimum Wages Act.**—In Delhi the Minimum Wage Inspector inspected 113 establishments during the month. In all 63 irregularities were noticed and the managements concerned were asked to rectify them. In the Punjab, the sixth meeting of the Minimum Wages Committee regarding public motor transport was held at Jullundur. The West Bengal Government have appointed the Labour Commissioner, Deputy and Assistant Labour Commissioners, and Labour Officers as Inspectors for the purpose of the Minimum Wages Act, 1948 within their respective jurisdictions. The Labour Commissioner, West Bengal, has also been appointed to be the Competent Authority under the Minimum Wages Act, 1948, for the district of Cooch Bihar to ascertain from time to time the cost of living index numbers applicable to the employees employed in the employments mentioned in the schedule of the Act, and in any other employment or employments in the Cooch Bihar district, which the State Government may add to the schedule of the Act.

**(b) Factories Act.**—In Madras, at the beginning of the month there were 11,727 factories on the register. During the month 110 new factories were registered and registration of 123 factories was cancelled, thus bringing the total number of registered factories to 11,714. In the Punjab, 5 new factories were registered and 36 prosecutions were launched during the month; the number of factories inspected was 163. In Rajasthan, out of 184 factories in the State, 7 factories were inspected during the month. The West Bengal Government have appointed all Sub-Divisional Officers of the Districts

of Burdwan, Birbhum, Bankura, Hooghly and Midnapore, as additional Inspectors of Factories for the purpose of the Factories Act, within their respective jurisdictions.

(c) *Standing Orders*.—In Travancore, Standing Orders in respect of 4 industrial establishments were certified by the Certifying Officer. In West Bengal, 7 draft Standing Orders were received during the month and 4 Standing Orders including amendments were certified; up to the end of June 1951 the total number of Standing Orders received was 1,021 and the total number of Orders certified was 803.

(d) *Shops and Establishments Acts*.—In Delhi, 3,461 shops and commercial establishments were inspected during the month under the Punjab Trade Employees' Act. As a result of these inspections, 263 irregularities were noticed and legal action was taken in 253 cases. The Court disposed of more than 348 cases resulting in imposition of fines amounting to Rs. 7,503. Under the C.P. and Berar Shops and Establishments Act and Rules, 455 establishments were registered and registration of 306 establishments was renewed. Employers of 32 establishments were prosecuted for breach of provisions of the Act and Rules. The employers of 35 establishments were convicted and fined. In the Punjab, under the Trade Employees Act, 1940, 6,979 shops and commercial establishments were inspected and in 250 cases prosecution was recommended. In West Bengal, 298 cases were filed in the Court which disposed of 164 cases during the month. In 144 cases the persons concerned were convicted and an amount of Rs. 2,125 was realised as fines. During the month 6,508 shops were inspected.

(e) *Industrial Disputes Act*.—In West Bengal, four iron and steel concerns were declared to be public utility services for the purpose of Industrial Disputes Act for a period of 6 months from 5th July 1951.

*Accidents*.—Statistics of Accidents for the month of June, 1951 were received only from Madras, Punjab, and Rajasthan. In Madras there were 467 accidents of which one was fatal. The principal industries in which the accidents occurred were transport and transport equipment and textiles. In the Punjab, there were 99 accidents (one fatal and 98 non-fatal) reported under the Factories Act. In Rajasthan, the total number of accidents in the factories reported during the month was 32 (including 10 of the last month but reported during this month); of these, 2 were serious and 30 minor.

*Trade Unions*.—In Bihar, two trade unions were registered during the month, thereby bringing the total number of trade unions so far registered to 515. In the State of Bombay there were on 1st June 1951, 663 unions registered under the Indian Trade Unions Act. During the month, 15 new unions were registered and registration of one union was cancelled, thus bringing the total number of registered trade unions at the end of the month to 677. The Woollen Mill Mazdoor Sangh, Baroda, was registered as a "representative union" for the woollen textile industry in the local area of Baroda City. In Delhi, 10 trade unions, mostly employers' organisations, were registered during the month. In Hyderabad, 3 unions of workers with an aggregate membership of 4,590 were registered. In Madhya

\* On page 40 of the July 1951 issue of this Gazette, in lines 45 of para (c) *Standing Orders*, please read Vindhya Pradesh for Uttar Pradesh.

Bharat, 3 trade unions (one in the engineering industry and two in textiles) were registered during the month, thereby bringing the total number of registered unions to 36. In the Punjab, two trade unions were registered and registration of 9 trade unions was cancelled during the month. In Saurashtra one union with a membership of 147 was registered. In Travancore-Cochin 21 trade unions were registered and registration in respect of 25 unions was cancelled for contravening the provisions of the Act. In West Bengal 19 trade unions with a total membership of 12,070 were registered and registration of 3 trade unions was cancelled.

*Investigation of Complaints.*—The Conciliation Officer, Ajmer, investigated 18 complaints, mainly relating to irregular payment of wages and discharge of workers. In Assam, the total number of complaints investigated was 107; of these 27 related to discharge of workers, 20 to terms of employment, 10 to non-payment of arrears and the remaining 50 to miscellaneous causes. In Bhopal 27 complaints relating to suspension and dismissal of workmen, fines, payment of dues, reinstatement, etc., were enquired into and settled. In Delhi 24 complaints mainly relating to wages and bonus, were received during the month; of these 16 were settled after enquiry and the remaining were under investigation. The Madhya Bharat Labour Department received 18 complaints from two of its four divisions. Of these 18 complaints, 13 related to wages, 3 to employment and 2 to miscellaneous causes; 5 of these complaints were successful, 2 unsuccessful and 4 were rejected; 7 complaints were pending at the end of the month. The Labour Officers and Shops Inspectors of Madhya Pradesh investigated 64 complaints, of which 29 related to discharge of workers, 16 to reinstatement, 4 to wages and bonus and the remaining to miscellaneous causes. In Madras, the Labour Officers investigated 1,613 complaints during the month; of these 193 related to dismissals or discharge, 230 to wages, 137 to bonus, 72 to dearness allowance, 108 to leave, 187 to service conditions, 32 to food supply and the remaining 654 to miscellaneous causes. In Rajasthan, 28 complaints were pending at the beginning of the month. Of the 24 complaints, received during the month, 13 were decided, 10 in favour of workers and 3 against and 2 complaints were rejected. The number of complaints pending at the end of the month was 37. In Saurashtra, 58 complaints were investigated by the Labour Officers who settled 19 of them. The complaints related to compensation for accidental injury, notice pay, reinstatement, leave with wages, overtime, discharge, payment of wages, etc. Labour Officers of the Travancore-Cochin State investigated 275 complaints during the month; of these 114 related to dismissals and discharges, 83 to non-payment of wages, allowances and bonus and remaining 78 to miscellaneous causes.

*Committees and Enquiries.*—In Assam, a tripartite conference was held on 23rd June 1951 at Silchar to discuss the question of cash conversion of food concessions in the uneconomic Cachar gardens with a view to bringing about an amicable settlement between the industry and labour, but no decision could be arrived at. The labour representatives insisted on the restoration of the system of issuing concessional food-stuffs which prevailed prior to the Silchar

Conference, held in October 1949. In the City of Bombay an enquiry into the family budgets has been undertaken. In Hyderabad, a Departmental Enquiry Committee consisting of the Chief Inspector of Factories and Boilers, Labour Commissioner, and Assistant Director of Public Health Department, has been set up under the Factories Act, 1948, to enquire into the causes of the fatal accidents that occurred in Osmanshahi Mills, Nandad. The State Government have also appointed a Sub-Committee of the Labour Advisory Committee, consisting of two representatives of employers and two of workers to enquire into and submit proposals for standardisation of occupational nomenclature and to recommend wage rates for different categories of workers, other than unskilled labour employed in the textile industry of the State. A Tripartite Committee consisting of the Inspector of Shops and Establishments and the representatives of hotel workers and hotel owners was set up to redress the grievances of the parties concerned. The fourth conference of the Officers of the Labour Department, Hyderabad, was held under the auspices of the Hon'ble Minister for Labour. In U.P. the State Standing Committee on Labour held its meeting at Nainital on 18th June, 1951 and discussed various aspects regarding improvement in the conditions of working classes.

#### INDUSTRIAL TRIBUNAL (BANK DISPUTES)

In exercise of the powers conferred by Section 7 of the Industrial Disputes Act, 1947 the Central Government have constituted an Industrial Tribunal consisting of the following members for the adjudication of Industrial disputes concerning banking companies.\*

1. Shri. H. V. Divatia, retired Judge of the High Court of Judicature, Bombay—*Chairman*.
2. Shri M. G. Mehkri, retired Deputy Governor, Reserve Bank of India, Bombay—*Member*.
3. Dr. B. N. Ganguli, University of Delhi—*Member*.

In all 36 matters have been referred to the Tribunal, though the list of these matters is not intended to be exhaustive. The principal matters referred to the Tribunal are :

1. Scales of pay, including :—

(a) whether the remuneration of employees and their periodical increment should be correlated to their efficiency and attendance, and

(b) whether, if basic scales are recommended, such scales of pay of particular categories should be uniform all over India and whether the difference in the cost of living of the various centres should be adjusted by the grant of compensatory allowances.

2. Dearness allowance to staff as well as pensioners. Can a portion of the dearness allowance be transferred to, and absorbed in, the basic wage ?

3. House rent allowance. If this allowance is payable, should it be paid to all employees falling under the category of workmen ?

\* Ministry of Labour Notifications Nos. SRO 1078 and 1079 dated 17th July 1951, published in the *Gazette of India, Extraordinary* dated 17th July 1951.

4. Other allowances (other than travelling allowance, conveyance allowance and halting allowance) payable, for example, education or children's allowance, washing allowance, hill allowance, fuel allowance, grain allowance, Poona Cantonment allowance, officiating allowance, scarcity allowance, border allowance, local allowance and six monthly accounting allowance.

5. Bonus, including the qualifications for eligibility and method of payment.

6. Should banks be classified into different categories for the purposes of this adjudication and if so, on what lines?

7. Rules for fitting the existing staff into the revised scales of pay.

8. Provident fund, including the rate of contribution and the rate of interest.

9. Gratuity, including whether it should be compulsory or *ex-gratia*.

10. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or Gratuity Schemes.

11. Insurance against old age, sickness, death or injury from accident in the course of the discharge of duties.

12. Leave Rules.

13. Hours of work and overtime.

14. Recognition of the All India Bank Employees' Association and/or its constituent units.

15. Method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.

16. Retrenchment and victimisation cases dealt with by the All India Industrial Tribunal (Bank Disputes) except such cases as are at present pending in appeal before the Supreme Court.

The Central Government, in exercise of the powers conferred by Section 5 of the Industrial Disputes Act 1947, has cancelled the order of the Government of India in the Ministry of Labour No. S.R.O. 760, dated 22nd May 1951 constituting a Board of Conciliation for promoting a settlement of the industrial disputes in banking companies.\*

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\* See *Indian Labour Gazette*, June 1951, p. 942.



## FOREIGN

ANNUAL REPORT OF THE CHIEF INSPECTOR OF FACTORIES,  
U.K. FOR 1949

According to the Annual Report of the Chief Inspector of Factories, U.K. for the year 1949, there were in that country 2,08,722 factories using mechanical power and 34,822 not using mechanical power subject to the Factories Act. There were in addition some 58,266 establishments other than factories such as docks, wharves, quays, war-houses, building firms, engineering concerns, etc., under the administrative control of the Chief Inspector of Factories. The Inspectorate had an authorised staff of 879 Inspectors who made some 250,755 visits to factories and other establishments during the year. As many as 546 firms or persons were prosecuted on 1,080 charges relating to various offences and convictions were obtained in 903 cases. Fines amounting to nearly £8,664 were levied and costs amounting to nearly £455 were ordered against the defendants.

Introducing the report, the Chief Inspector of Factories states that during 1949 no major legislative measure relating to labour was introduced, but two enquiries were held with respect to the Draft (Health and Welfare) Special Regulations and the Draft Blasting (Castings and other Articles) Special Regulations. Employers were reported to be paying increased attention to the safety, health and welfare of their workers and improvement in the working conditions in industry as was evidenced by the growing demand for the various publications issued by the Factory Department.

*Industrial Development.*—Installation of new Chemical works and introduction of new Chemical processes in existing works during the year raised special problems of health and safety and the Factory Department assisted the employers in many instances both at the design stage and later with advice. Increased mechanisation and modernisation of processes in a number of industries was also in evidence during the year, resulting in improved working conditions, increased production and the saving of labour. Steady progress was noticed in the implementation of the recommendations of the Joint Advisory Committee on conditions in Iron Foundries, not only in large and medium sized foundries, but also in many small and jobbing foundries. Joint Standing Committees and Joint Safety Committees continued their valuable work and much progress was made in the field of personnel management during the year. Successful work was done in connection with training schemes of various kinds in many factories and an increase in the number of industries and factories operating training centres for imparting training in safety and safety practices was noticed.

**Accidents.**—As compared to the 1948 figure of 201,086 (including 861 fatal) accidents there were 192,982 (including 772 fatal) accidents during the year under report, showing a decrease of about 4 per cent in non-fatal and 10.3 per cent in fatal accidents. 'Handling of goods' alone accounted for over 28 per cent. of the total accidents in 1949. There was, however, a drop in the number of accidents of this group as compared with 1948. In spite of the fact that new Building Regulations came into operation in October 1948, accidents at building operations increased by about 20 per cent. during the year. Accidents in Transport and Paper industries also increased. The over-all accident rate in factories, however, recorded a slight decrease during 1949 as compared to the last year's figure. There was also a fall in the number of accidents to young persons, but stricter supervision and instructions to young persons in matters of accident prevention appeared necessary. Progress was in evidence in the work of organisations for accident prevention and Safety Committees continued to work appreciably well.

**Industrial Diseases.**—The following table gives comparative figures relating to cases of industrial disease for the years 1948 and 1949.

Year	Lead Poisoning	Carbon Bisulphide Poisoning	Anti-line poisoning	Chronic Benzene Poisoning	Toxic Jaundice	Toxic anaemia
1	2	3	4	5	6	7
1948 . . . . .	49	3	12	1	4	—
1949 . . . . .	53	1	12	—	1	4

Compressed air-illnesses	Anthrax	Epitheliomatous ulceration	Chromocutaneous	Mercurial poisoning	Arsenical poisoning	Total	Year
8	9	10	11	12	13	14	
23	32	233	146	2	3	513	1948
46	21	190	139	—	—	467	1949

Although there was a decrease of 8.8 per cent in the total number of reported cases of industrial diseases in the year 1949, the number of cases of lead poisoning and compressed air illness was higher than in 1948. Regular blood examination, alteration of employment and supplying of protective equipment were some of the main protective measures which were adopted by many employers for prevention of industrial diseases.

**Medical Supervision.**—During the year, factory doctors examined 284,166 young persons between 14 and 18 years of age as against 137,501 in 1948. Of these, 2,750 (879 boys and 1,871 girls) were rejected for factory employment on account of defective eyes, eye lids, etc., but conditional certificates of fitness subject to re-examination were given in many cases.

*Health and Welfare.*—There was a considerable improvement in the compliance of the Building (Safety, Health and Welfare) Regulations, particularly by the large contractors. Some cotton weaving factories were experiencing difficulties in complying with the somewhat rigid structural requirements of the Cotton Cloth Regulations. Much was, however, being done to raise the standard of welfare conditions in Asbestos industry and Brick Works. Means of warming work-rooms and methods of heat conservation were further improved. Consideration was being given to obtaining the maximum amount of natural light in new constructions and reconstruction of factories, and there was a continued improvement in artificial lighting mainly due to the use of fluorescent tube. Mercury vapour and Sodium lamps were also in use. The idea of the use of colour for factory decoration was gaining popularity. Steady progress was witnessed in regard to washing facilities and clothing accommodation. Seating arrangement surveys were undertaken in several cases in view of the extended seating requirements under the provisions of the Factory Act, 1948. The year witnessed many new interesting developments in the feeding arrangements in the canteens. Increased wage rates for canteen staff and higher costs of many raw materials and food stuffs compelled the employers to devise means for operating canteens economically. At the end of the year about 15,828 factories were providing hot-meals services to the employees and more workers than ever were making use of these canteens.

*Hours of work.*—Over the greater part of the industry the standard working week remained during 1949 at 44 hours worked in 5 days, but overtime in the payment sense up to 48 hours and overtime in the Factory Act sense over 48 hours was being worked in many factories. There was little evidence of illegal employment outside working hours. Married women often desired flexibility in the requirements of the Factory Act with a view to adjusting factory employment with their domestic arrangements. Illegal employment of school children was in evidence in some parts of the country. During the year, 25 orders allowing factories to start work earlier than 7 a.m. were granted. Part-time evening employment of women, usually housewives, was becoming increasingly common and night employment of women was allowed in certain cases.

During 1949 there was less need for staggering hours of work in order to spread the electricity load. While in February, 769 certificates of permission for abnormal working hours under the Factories (Hours of Employment in Factories using Electricity) Orders were given, there were only 200 permissions in November 1949. The Milk and Cheese Factories (Hours of Women and Young Persons) Regulations which came into force on 6th March, 1949 provided seven days a week, on rota systems.

### THE MINIMUM WAGE ACT OF PHILIPPINES

The Philippines Government recently enacted the Minimum Wage Act (Republic Act No. 602 of April 1951). The Act provides for direct payment of wages to workers and sets minimum wages for both agricultural and non-agricultural workers. The minimum daily wage levels established by this law are as follows :

1. Non-agricultural workers (except domestic servants and employees of retail and service enterprises regularly employing less than six workers) : 4 pesos\* for employees in establishments located in Manila or its environs ; 3 pesos for employees outside the Manila area for 1 year and 4 pesos thereafter.

2. Agricultural workers employed on farms of more than 12 hectares (excluding farm tenants) : 1.75 pesos for the first year, with not less than 1.50 pesos in cash after allowances for board and lodging ; 2 pesos for the second year, with not less than 1.75 pesos in cash after allowances for board and lodging ; and 2.50 pesos thereafter, with 2.25 pesos in cash after allowances for board and lodging.

3. Learners, apprentices, and handicapped workers : 75 per cent. of the applicable minimum for learners and apprentices employed under special certificates issued by the Secretary of Labor for a period of not more than 1 year ; 50 per cent. of the applicable minimum for handicapped persons whose earning capacity is impaired and who have a certificate issued by the Secretary of Labor.

Six or more employees in an industry may send a petition to the Secretary of Labor to have their wages and living conditions investigated. If, after an investigation, the Secretary believes that any substantial number of employees are underpaid, he must appoint a Wage Board to fix a minimum wage for the industry which will be "as nearly adequate as is economically feasible to maintain the minimum standard of living necessary for the health, efficiency, and general well-being of the employees". A Wage Board is to be composed of five persons—two representing employers in the industry, two representing the employees in the industry and one representing the public and acting as Chairman of the Board. The Secretary of Labor may approve or reject a Wage Board's recommendations.

The minimum wage period is bi-weekly. Wages are payable in legal tender, bank cheque or money order ; payment must be made in full directly to the employee, except for deductions for insurance premiums, union dues and for reimbursement authorised by the Secretary of Labor for damage to tools or material supplied by the employer. Employers are prohibited from requiring employees to use company stores or facilities or from coercing the employees in any way in the disposal of their wages. These provisions apply in full in 'indirect' employment i.e., employment through contractors.

A Wage Administration Service is set up within the Department of Labor to administer and enforce the Act. Employers are required to keep accessible records of the amounts paid to their workers, including records of piece-rate or contract rate earnings all of which are subject to the law. Suits for back pay may be brought by the Secretary or by the employees. In either case, legal interest is added to the wages recovered. Attorneys for the employees are prohibited from receiving any part of the wages collected ; employers pay the attorneys, and the fees awarded by the courts may not exceed 10 per cent. of the award.

Previously there were a large number of instances in which an individual employer and the union representing his employees brought a wage issue before the Court of Industrial Relations, which had authority to set wages (minimum and other) and working conditions in establishments. Under the new Law, a decent minimum wage level in a vast number of enterprises is a matter of compliance rather

\* 1 peso = U.S. \$50 at the official rate of exchange.

than judicial procedure. The benefits of the law, moreover, are immediately applicable to a very large number of enterprises in which there is no union representation. The minimum wage law carefully defines the jurisdiction of the Department of Labor in the administration and enforcement of its provisions. It also draws a line between the function of Wage Boards in setting minimum wages in an industry or a branch of the industry and the functions of the Court of Industrial Relations in adjudicating employer-employee disputes. (Abstracted from U.S. Department of Labor—*Notes on Labor Abroad*, April 1951, pp. 19-21).

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest, published in the periodicals received in the Labour Bureau, are mentioned below :—

*International Labour Review (International Labour Office, Geneva) March 1951.*—(1) The Stabilisation of Dock-workers' Earnings by A.A.P. Dawson ; (ii) Some Aspects of Industrial Injury Prevention by Dr. A. Vytkenhoef ; (iii) Co-ordination of wage Statistics in the Scandinavian Countries and Finland ; and (iv) Facilities for Women Workers with Home Responsibilities.

*United Nations Bulletin (United Nations, New York) 1st June, 1951.*—(i) Requirements for Economic Development Recommendations for Under-Developed Countries ; (ii) Wage Policy Talks Urged in Report to Labour Conference ; and (iii) Effect of Population Trends on Economic Development.

*Bulletin of the International Social Security Association (I.S.S.A., International Labour Office, Geneva) March 1951.*—(i) The Educational Functions of Social Security ; and (ii) Social Security in Brazil.

*Asian Labour (Indian Labour Forum, New Delhi) June, 1951.*—(i) I.C.F.T.U. in Asia ; (ii) Indian Trade Union Unity ; (iii) Indian Labour Relations Face New Legislation by H. Venkatasubbiah ; (iv) Conditions of Plantation workers in Ceylon by A. Aziz ; (v) Labour on Indian Plantations (Problems of Welfare) by A. M. Lorenzo ; (vi) Recruitment in South Indian Plantations by M. S. Ramanujam ; and (vii) Trade Unionism in Asia and the Far East.

*The Labour Gazette (Department of Labour, Ottawa, Canada) May, 1951.*—(i) Views of Royal Commission on Relations between Railway Companies and Employees ; (ii) Teamwork in Industry ; and (iii) Wages, Hours and Working Conditions in the Primary Textile Industry.

*Social Security Bulletin (Social Security Administration U.S.A. Washington) March 1951.*—(i) Social Security at the Midcentury : Report for the Fiscal Year 1950 ; (ii) Assistance Expenditures per Inhabitant, 1940-50 ; and (iii) Proposed Budget for Social Security and Related Programs, 1951-52.

*Employment News (Directorate General of Resettlement and Employment, New Delhi) July, 1951.*—(i) The Employment Situation ; and (ii) Plantation Labour in Assam.

*Labour Gazette (Deputy Commissioner of Labour (Information) Bombay) May, 1951.*—(i) Industrial Disputes in the State—Annual Review for the year 1950; (ii) Family Budgets of Industrial Workers in Calcutta; and (iii) Housing Conditions in Mofussil Industries in the State.

*Mysore Labour Gazette (Department of Labour, Mysore) May, 1951.*—(i) Elements of Soviet Labour Law; and (ii) Silicosis.

*Industrial Relations (Indian Institute of Personnel Management, Calcutta) May-June, 1951.*—(i) Role of Personnel Officers in Industry; (ii) Modern Approach to Human Problems; (iii) The Role of Trade Unions in Industry; and (iv) Channels of Communication between Management and Labour.

*J. K. Review (J. K. Industries, Kanpur) June, 1951.*—(i) Capital—Labour Relationship; (ii) Rationalization of Industry; and (iii) Wages, Output and profit.

#### ADDITIONS TO THE LABOUR BUREAU LIBRARY, JULY, 1951

The following books were added to the Library of the Labour Bureau, during the month of July, 1951.

#### OFFICIAL

#### INDIA

1. *Education in Centrally Administered Institutions in India—1947-48*, Ministry of Education, Bureau of Education, India, Manager of Publications, Delhi, 1951, pp. 91, Rs. 1-14-0 or 2s. 9d.

2. *Report of the Enquiry Committee on the Working of the Government of India Railway Collieries*, Government of India, Ministry of Railways (Railway Board), East India Railway Press, Calcutta, 1951 (for official use only), pp. vi+156.

3. *Report of the Indian Tariff Board on the Fine Chemicals Industry Bombay, 1950*, Government of India, Ministry of Commerce, Manager of Publications, Delhi, pp. iii+36, Rs. 1-6-0 or 2sh.

4. *Report of the Indian Tariff Board on the Pencil Industry, Bombay, 1950*, Government of India, Ministry of Commerce, Manager of Publications, Delhi; pp. iv+54, Rs. 1-12-0 or 2sh 6d.

#### AUSTRALIA

*Labour Report, 1949, No. 38*, prepared under Instructions from the Right Honourable the Treasurer, by Roland Wilson, Commonwealth Statistician, Commonwealth Bureau of Census and Statistics, Canberra, Australia, 1951, pp. viii+189, 4s. 1d. (not for sale).

## U.S.A.

1. *Strengthening the Economy*, Thirty-Eighth Annual Report of the Secretary of Labour. Fiscal year, 1950, Department of Labour, Office of the Secretary, Washington, D.C., 1950 pp. 320.

2. *Report to the President of the United States by the Economic Survey Mission to the Philippines*, Department of State, for Eastern series 38, Office of the Public Affairs, Division of Publications, 1950, Superintendent of Documents; U.S. Government Printing Office, Washington, 25 D.C., pp. ii+107, 55 cents.

3. *Wholesale Prices*, 1949, Bulletin No. 1007, pp. 60, 30 cents.

4. *Empolyee Benefit Plans under Collective Bargaining Mid-1950*, Bulletin No. 1017, pp. 7, 15 cents.

5. *Injuries to Crewmen on Inland Waterways*, special series No. 5, pp. 25, 20 cents.

(Numbers 3 to 5 have been published by the United States, Department of Labour, Bureau of Labour Statistics, 1951 and are available with the Superintendent of Documents, U.S. Government Office, Washington, 25 D.C.).

## UNOFFICIAL

## INDIA

1. *Jaggivan Ram on Labour Problems*, by Shachi Rani Gurtu, Messrs. Atma Ram and Sons, Delhi, 1951, pp. 170, Rs. 5-0-0.

2. *Farm Accounts in the Punjab*, 1948-49, Publication No. 12 by Arjan Singh, Jaswant Singh and Gurdial, The Board of Economic Inquiry, Punjab (India), Ludhiana, 1951, pp. x+86 Rs. 3-0-0.

3. *Competitive and Co-operative Trends in Federalism*, by Prof. M. Venkatrangaiya, R. R. Kale Memorial Lecture, 1951, Gokhale Institute of Politics and Economics, Servant of India Society's Home, Poona 4, pp. 41, Rs. 1-8-0.

4. *The Sugar Industry*, (1950—Annual) by M. P. Gandhi. Messrs. Gandhi & Co., Publishers, Jan Mansion, Sir Pherozshah Mehta Road, Fort, Bombay, 1951, pp. iv+Hundred and twenty two, Rs. 6-0-0.

5. *The Forty Third Annual Report and Accounts*, 1950 Indian Mercantile Insurance Company, Limited, Nicol Road, Ballard Estate, Bombay, 1951, pp. 19.

## I.L.O.

1. *Industrial Relations*, Report v(2). Fifth item on the Agenda. pp. 71.

2. *Minimum Wage Fixing Machinery in Agriculture*. Report viii(2). Eighth item on the agenda. pp. 41.

3. *Summary of Information Concerning the Submission to the Competent Authorities of the Conventions and Recommendations adopted by the International Labour Conference at its 32nd Session. (Genera. 1949)—(Article 19 of the Constitution)* Report III (Part III) Third item on the agenda, pp. 12.



4. *Objectives and Minimum Standards of Social Security*, Report iv(2), Fourth item on the agenda, pp. 364 (Items 1—4 International Labour Conference, Thirty Fourth Session, Geneva, 1951, obtainable from the International Labour Office, Geneva).

5. *Productivity in Coal Mines*, Coal Mines Committee, Fourth Session, Geneva, 1951, Report III, Third item on the agenda, pp. vi+177.

6. *Minutes of the 102nd Session of the Governing Body*, Geneva—13 June—10 July, 1947, pp. 307, (5-6 International Labour Organization, Geneva, 1951).

## STATISTICS

	PAGE
EMPLOYMENT—	
Employment in Factories . . . . .	136
Employment in the Cotton Mill Industry . . . . .	137
Number of Cotton Mills Working One or More Shifts . . . . .	138
WAGES AND EARNINGS—	
Wages Paid to Factory Workers . . . . .	139
Average Annual Earnings of Factory Workers . . . . .	139
Minimum Wages in the Cotton Mill Industry . . . . .	140
INDUSTRIAL DISPUTES—	
Industrial Disputes in India since 1939 . . . . .	141
Industrial Disputes in India during June 1951 . . . . .	142
COST OF LIVING—	
Working Class Cost of Living and Food Index Numbers in India . . . . .	145
Labour Bureau Working Class Cost of Living Index Numbers . . . . .	146
Cost of Living Index Numbers for Low-Paid Employees at different Mufassal Centres in Madras . . . . .	158
Working Class Cost of Living Index Numbers in Rangoon . . . . .	158
Cost of Living Index Numbers in Foreign Countries . . . . .	159
RETAIL AND WHOLESALE PRICES—	
Movement of Retail Prices, June, 1951 . . . . .	160
Retail Price Index Numbers, Urban Centres . . . . .	162
Retail Price Index Numbers, Rural Centres . . . . .	164
Index Numbers of Rural Prices in the Madras State . . . . .	165
All-India Index Numbers of Wholesale Prices . . . . .	165
ABSENTEEISM—	
Absenteeism in Manufacturing Industries in India . . . . .	166
Absenteeism in Manufacturing, Mining and Plantation Industries in Mysore State . . . . .	168
EMPLOYMENT SERVICE—	
Employment Exchange Statistics . . . . .	169
Training Statistics . . . . .	170
LABOUR IN COAL MINES—	
Total Number of Man-Shifts worked in Coal Mines . . . . .	171
Percentage of Absenteeism among Workers in Coal Mines . . . . .	171
Average Weekly Earnings of Underground Miners and Loaders in Coal Mines . . . . .	172
Productivity of Workers employed in Coal Mines . . . . .	172

## Employment

## EMPLOYMENT IN FACTORIES\*

State	Average daily number of workers employed†							
	1939	1945	1946	1947	1948	1949	1950‡	
							First half	Second half
Assam .	52,003	58,070	53,161	56,119	59,563	61,132	47,811	63,039
Bihar .	95,988	168,408	138,990	136,834	148,208	155,334	150,580	§
Bombay .	466,040	735,774	680,896	702,465	737,460	789,463	771,338	701,203
Madhya Pradesh .	64,494	110,263	101,355	97,219	101,646	96,273	104,294	88,720
Madras .	197,266	279,176	262,292	276,586	288,722	323,950	348,051	303,828
Orissa .	5,371	7,427	7,443	10,592	12,329	13,359	13,678	12,302
Punjab .	22,468¶	44,759¶	41,626¶	37,486	36,625	39,364	42,612	§
Uttar Pradesh .	159,738	276,468	257,140	240,396	242,083	233,837	238,415	234,477
West Bengal	532,830¶	702,964¶	663,087¶	667,626	678,701	665,008	§	§
Ajmer .	13,330	15,877	15,789	15,864	15,877	15,380	16,337	18,165
Coorg .	14	27	53	117	74	82	266	485
Delhi .	17,400	36,870	33,349	31,320	36,894	38,806	41,055	40,780
Andaman & Nicobar Is.	§	§	§	2,065	2,019	2,000	1,686	1,304
Total	1,626,942	2,436,083	2,255,181	2,274,689	2,360,201	2,433,988	—	—

\* Covers factories subject to the Factories Act.

† Obtained by totalling the figures of average daily employment for all factories.

‡ Provisional.

§ Returns not received.

|| Figures relate to the pre-partition Province of Assam.

¶ Estimated.

Source.—Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

## EMPLOYMENT IN THE COTTON MILL INDUSTRY

Month	Total no. of work- ers on rolls	Average daily number of workers em- ployed.				
		1st shift	2nd shift	3rd shift	Total	
1950						
May . . . . .	753,802	405,465	235,702	35,243	676,410	
June . . . . .	767,752	412,802	242,407	39,299	694,508	
July . . . . .	770,238	417,604	242,261	41,552	701,417	
August . . . . .	763,062	410,709	242,582	40,782	694,073	
September . . . . .	715,278	326,590	178,393	34,315	539,298	
October . . . . .	760,438	395,365	230,720	40,881	666,966	
November . . . . .	759,716	413,985	243,539	42,334	699,858	
December . . . . .	770,606	414,571	244,663	45,130	704,364	
1951						
January . . . . .	770,857	413,265	245,561	46,295	705,121	
February . . . . .	767,104	405,791	245,400	45,927	697,118	
March . . . . .	770,714	408,454	243,408	45,573	697,435	
April . . . . .	777,343	413,238	245,153	43,832	702,223	
May . . . . .	769,721	415,215	246,229	45,743	707,187	

## Employment in the Cotton Mill Industry during May, 1951, by States

State	Total no. of work- ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
Bombay . . . . .	419,652	232,124	142,165	17,167	391,456
Bihar . . . . .	1,245	1,079	68	—	1,147
Madhya Pradesh . . . . .	31,919	18,481	8,585	174	27,240
Madras . . . . .	97,087	51,275	28,032	5,672	84,999
Orissa . . . . .	2,793	799	497	241	1,537
Punjab . . . . .	3,686	1,465	737	674	2,876
Uttar Pradesh . . . . .	56,795	24,614	18,616	8,704	51,934
West Bengal . . . . .	30,952	18,264	7,276	3,859	29,399
Hyderabad . . . . .	14,481	7,083	4,112	2,342	13,537
Madhya Bharat . . . . .	44,037	22,566	15,255	1,947	39,768
Mysore . . . . .	19,006	11,518	5,494	465	17,477
P. E. P. S. U. . . . .	490	451	—	—	451
Rajasthan . . . . .	5,994	3,413	2,117	222	5,752
Saurashtra . . . . .	11,850	6,582	4,549	18	11,149
Travancore-Cochin . . . . .	2,753	3,340	1,458	913	5,711
Ajmer . . . . .	6,230	3,973	1,834	—	5,807
Bhopal . . . . .	2,613	903	650	615	2,168
Delhi . . . . .	17,973	7,120	4,764	2,730	14,614
Kutch . . . . .	165	165	—	—	165
Total . . . . .	769,721	415,215	246,229	45,743	707,187

Source.—Ministry of Commerce and Industry, Government of India.

## NUMBER OF COTTON MILLS WORKING ONE OR MORE SHIFTS

Month	Total No. of mills	No. of mills which remained closed dur- ing the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
1950					
May . . .	365	33	41	199	92
June . . .	362	29	33	191	100
July . . .	362	26	32	178	126
August . . .	362	28	27	181	126
September . . .	364	26	23	148	104
October . . .	365	27	25	185	128
November . . .	364	24	26	179	135
December . . .	365	24	30	176	135
1951					
January . . .	365	25	27	172	141
February . . .	366	29	27	180	120
March . . .	368	27	26	191	124
April . . .	372	21	32	196	123
May . . .	374	19	32	194	129

## Number of Cotton Mills Working One or More Shifts during May, 1951, by States.

State	Total No. of mills	No. of mills which remained closed during the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
Bombay . . .	179	5	11	100	68
Bihar . . .	2	—	1	1	—
Madhya Pradesh . . .	11	—	3	7	1
Madras . . .	76	3	7	40	26
Orissa . . .	1	—	—	—	1
Punjab . . .	3	—	—	1	—
Uttar Pradesh . . .	21	4	1	6	14
West Bengal . . .	18	2	4	3	9
Hyderabad . . .	6	—	—	2	4
Madhya Bharat . . .	16	1	3	10	2
Mysore . . .	7	—	—	5	—
P.E.P.S.U. . . .	1	—	1	—	—
Rajasthan . . .	6	2	—	3	1
Saurashtra . . .	10	1	—	9	—
Travancore-Cochin . . .	8	1	—	3	4
Ajmer . . .	4	—	—	—	—
Bhopal . . .	1	—	—	—	—
Delhi . . .	3	—	—	—	—
Kutch . . .	1	—	1	—	—
Total . . .	374	19	32	194	129

Source.—Ministry of Commerce and Industry, Government of India.

**Wages and Earnings**  
**WAGES PAID TO FACTORY WORKERS\***  
*(In thousands of rupees)*

State	1939	1945	1946	1947	1948	1949†
Assam . . . . .	5,649	10,585	10,684	13,660	17,022	21,089
Bihar . . . . .	29,375	58,142	59,259	82,920	112,171	137,213
Bombay . . . . .	144,367	524,903	486,655	591,839	713,024	844,056
Madhya Pradesh . . . . .	§	33,353	26,279	42,714	47,010	61,061
Madras . . . . .	24,622	78,147	88,823	123,439	136,153	180,039
Orissa . . . . .	515	2,049	1,929	3,027	4,449	4,554
Punjab . . . . .	3,829†	18,640†	17,857†	14,454	20,282	26,703
Uttar Pradesh . . . . .	25,485	124,911	119,904	133,432	174,352	198,685
West Bengal . . . . .	113,424†	282,735†	267,307†	337,875	432,025	489,577
Ajmer . . . . .	1,049	2,878	3,167	3,186	3,971	3,600
Coorg . . . . .	§	6	6	15	8	11
Delhi . . . . .	5,145	24,412	25,971	26,078	36,426	41,154

\* Covers all employees drawing below Rs. 200 p.m. in factories other than Railway Workshops as the latter are included in similar statistics for Railways.

† Provisional.

‡ Estimated.

§ Not available.

**AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS\***  
*(Perennial Industries only)*

State	1939	1945	1946	1947	1948	1949†
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Assam‡ . . . . .	263·7	660·5	687·5	755·5	795·8	951·1
Bihar . . . . .	415·5	538·7	544·0	819·8	1087·1	1125·6
Bombay . . . . .	370·4	814·7	812·3	977·9	1141·9	1209·5
Madhya Pradesh . . . . .	§	530·6	479·7	572·3	609·2	842·9
Madras . . . . .	175·9	357·6	422·2	560·3	611·8	726·6
Orissa . . . . .	161·8	417·2	440·1	493·6	612·6	527·0
Punjab‡ . . . . .	296·0	578·8	602·0¶	628·2	675·9	873·9
Uttar Pradesh . . . . .	235·6	551·7	593·6	672·8	887·1	993·0
West Bengal‡ . . . . .	248·7	465·5	496·3	567·7	723·9	839·0
Ajmer . . . . .	163·7	419·8	447·8	445·3	527·2	552·0
Delhi . . . . .	309·4	699·9	837·2	877·7	1047·3	1056·1

\* Excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gins and Presses which are mostly seasonal as information on annual earnings in seasonal factories is not comparable with that for the perennial factories. Covers all employees drawing below Rs. 200 p.m.

¶ Estimated.

† Provisional.

§ Not available.

‡ The averages for the years 1939, 1945 and 1946 relate to the pre-partition provinces of Assam, Punjab and Bengal.

Source.—Annual Reports on the Working of the Payment of Wages Act.

## MINIMUM WAGES IN THE COTTON MILL INDUSTRY

Month 1	Bombay 2	Ahmedabad 3	Sholapur 4	Baroda 5
	Rs. A. P. 30 0 0	Rs. A. P. 28 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0
<i>MINIMUM BASIC WAGES .</i>				
<i>DEARNESS ALLOWANCE—</i> 1950				
July . . . . .	53 4 0	73 13 6	51 0 10	66 7 4
August . . . . .	57 3 0	73 13 6	51 5 2	66 7 4
September . . . . .	55 13 0	73 13 6	52 4 4	66 7 4
October . . . . .	56 1 0	76 2 3	51 11 8	68 8 5
November . . . . .	55 1 0	76 2 3	49 13 4	68 8 5
December . . . . .	53 4 0	68 1 0	49 6 10	61 4 1
January . . . . .	52 12 0	64 9 9	52 15 2	58 2 5
February . . . . .	50 9 0	62 4 9	52 8 8	56 1 1
March . . . . .	55 9 0	63 13 6	54 2 8	57 7 4
April . . . . .	58 6 0	69 3 6	54 13 6	62 4 9
May . . . . .	59 3 0	75 0 0	54 0 6	67 8 0
June . . . . .	59 3 0	75 12 3	54 12 0	68 3 0
July . . . . .	59 11 0	78 13 6	57 1 0	70 15 4

Month	Indore 6	Nagpur 7	Madras 8	Kanpur 9
	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 30 0 0
<i>MINIMUM BASIC WAGES .</i>				
<i>DEARNESS ALLOWANCE—</i> 1950				
July . . . . .	48 6 0	39 15 2	41 13 0	53 7 0
August . . . . .	48 6 0	40 3 6	42 6 0	54 8 6
September . . . . .	48 6 0	40 7 10	42 9 0	55 5 0
October . . . . .	49 2 0	41 0 6	42 12 0	55 7 6
November . . . . .	49 2 0	41 7 0	43 2 0	55 12 6
December . . . . .	49 2 0	41 7 0	42 6 0	55 5 0
January . . . . .	45 15 0	41 4 10	42 6 0	53 14 6
February . . . . .	45 15 0	41 4 10	42 6 0	54 11 0
March . . . . .	45 15 0	41 2 8	42 9 0	54 13 6
April . . . . .	48 9 0	41 11 4	42 15 0	54 11 0
May . . . . .	48 9 0	42 8 4	43 11 0	55 2 6
June . . . . .	48 9 0	43 3 2	44 1 0	55 12 6
July . . . . .	52 2 0	43 7 6	44 7 0	56 14 0

NOTE.—In the cotton mill industry in W. Bengal the basic minimum wage is Rs. 20-2-5 p.m. Dearness allowance is paid at a flat rate of Rs. 30 p.m.

# Industrial Disputes

## INDUSTRIAL DISPUTES IN INDIA SINCE 1939\*

Year/Month	No. of disputes*		No. of workers involved in disputes†		Total No. of man days lost during the period
	Starting during the period	Total in progress during a part or whole of the period	Starting during the period	Total in progress during a part or whole of the period	
1939 . . . . .	—	406	—	409,189	4,992,795
1940 . . . . .	—	322	—	462,538	7,577,281
1941 . . . . .	—	359	—	291,054	3,330,503
1942 . . . . .	—	604	—	772,653	5,779,965
1943 . . . . .	—	716	—	525,088	2,342,287
1944 . . . . .	—	658	—	550,015	3,447,306
1945 . . . . .	—	820	—	747,530	4,054,499
1946 . . . . .	—	1,629	—	1,961,948	12,717,762
1947 . . . . .	—	1,811	—	1,840,784	10,562,666
1948 . . . . .	—	1,259	—	1,059,120	7,837,173
1949 . . . . .	—	920	—	685,457	6,600,595
1950 . . . . .	—	814	—	719,883	12,806,704
June . . . . .	60	83	33,360	47,535	322,916
July . . . . .	40	54	14,794	21,188	134,911
August . . . . .	60	75	236,046	240,518	2,948,978
September . . . . .	54	71	39,333	249,445	4,954,161
October . . . . .	64	78	64,691	288,349	2,266,894
November . . . . .	77	84	51,302	56,736	313,837
December . . . . .	58	68	36,393	41,061	163,718
1951					
January . . . . .	102	120	81,030	91,015	324,922
February . . . . .	45	61	40,995	44,025	203,660
March‡ . . . . .	66	79	37,898	47,723	317,869
April‡ . . . . .	103	119	88,754	104,687	371,359
May‡ . . . . .	94	107	40,506	44,055	209,252
June§ . . . . .	116	144	81,651	89,019	379,046

\* Disputes resulting in work stoppages involving 10 or more workers.

† Includes workers indirectly involved also.

‡ Revised, yet provisional.

§ Provisional.

|| Not known in 11 cases.

¶ Not known in 23 cases.



TABLE III

*Classification of Industrial Disputes, by Causes and Results.*

Cause	Number of disputes in which the result was						Total	Number of workers involved	Number of man-days lost
	Successful	Partially successful	Unsuccessful	Indefinite	In progress	Not known			
Wages and allowances.	4	7	8	3	9	7	38	16,415	75,186
Bonus . . .	1	—	1	2	1	5	10	10,869	18,553
Personnel . .	4	2	12	2	9	3	32	14,176	67,522
Retrenchment .	—	1	2	—	1	1	5	1,407	4,099
Leave and hours of work.	1	1	2	2	—	—	6	5,363	24,609
Others . . .	4	4	18	4	7	6	43	39,526	186,477
Not known .	—	—	1	—	2	7	10	1,263	2,700
Total .	14	15	44	13	29	29	144	—	—
No. of workers involved.	6,847	8,111	36,855	9,964	21,764	5,478	—	89,019	—
No. of man-days lost.	35,509	14,366	70,825	13,224	236,244	8,871	—	—	370,046

TABLE IV

*Classification of Industrial Disputes, by Duration*

Duration	No. of disputes
A day or less . . . . .	45
More than a day up to 5 days . . . . .	20
More than 5 days up to 10 days . . . . .	12
More than 10 days up to 20 days . . . . .	10
More than 20 days up to 30 days . . . . .	3
More than 30 days . . . . .	8

N. B.—There were 29 disputes in progress at the end of the month and particulars are not known in 17 cases.

## INDUSTRIAL DISPUTES IN INDIA DURING JUNE, 1951

TABLE I

*Classification of Industrial Disputes, by States*

State	No. of disputes	No. of workers involved	No. of man-days lost during the month
Assam . . . . .	1	900	1,800
Bihar . . . . .	9	305*	4,270*
Bombay . . . . .	53	24,414	98,118
Madhya Pradesh . . . . .	10	17,024	55,826
Madras . . . . .	33	25,360	66,483†
Orissa . . . . .	1	4,000	4,000
Punjab . . . . .	—	—	—
Uttar Pradesh . . . . .	7	3,499	14,312
West Bengal . . . . .	27	12,401†	132,970§
Ajmer . . . . .	1	903	913
Delhi . . . . .	2	213	354
Total . . . . .	144	89,019†	379,046

\* Not known in 8 cases.

† Not known in 3 cases.

|| Not known in 23 cases.

‡ Not known in 11 cases.

§ Not known in 4 cases.

TABLE II

*Classification of Industrial Disputes, by Industries*

Industry	No. of disputes	No. of workers involved	No. of man-days lost during the month
Textiles—			
Cotton . . . . .	30	36,309	114,509*
Jute . . . . .	1	1,510	4,246
Others . . . . .	8	1,183	3,370
Engineering . . . . .	8	2,767†	39,323†
Minerals and Metals—			
Iron and Steel . . . . .	3	497	2,740
Others . . . . .	3	554	10,056
Food, Drink and Tobacco . . . . .	20	11,959‡	82,380‡
Chemicals and Dyes . . . . .	7	2,100	18,357†
Wood, Stone and Glass . . . . .	6	1,211	10,010§
Paper and Printing . . . . .	4	901	7,559§
Skins and Hides . . . . .	—	—	—
Gins and Presses . . . . .	—	—	—
Mines—			
Coal . . . . .	3	305§	4,270§
Others . . . . .	2	4,305	6,440
Transport—			
Railways . . . . .	5	3,081	20,177
Others . . . . .	—	—	—
Docks and Ports . . . . .	8	14,593†	12,676†
Plantations . . . . .	4	790§	2,405§
Municipalities . . . . .	7	1,040†	7,329†
Miscellaneous . . . . .	25	5,914†	33,199*
Total . . . . .	144	89,019†	379,046¶

\* Not known in 4 cases.

† Not known in 1 case.

‡ Not known in 3 cases.

§ Not known in 2 cases.

|| Not known in 11 cases.

¶ Not known in 23 cases.

TABLE V

*Classification of Industrial Disputes, by Number of Workers involved.*

Number of workers involved	No. of disputes
10 or more but less than 100 . . . . .	55
100 or more but less than 500 . . . . .	39
500 or more but less than 1,000 . . . . .	14
1,000 or more but less than 10,000 . . . . .	25
10,000 or more . . . . .	—

*N.B.*—Particulars are not known in 11 cases.

TABLE VI

*Classification of Industrial Disputes, by Number of Man-days lost*

Man-days lost during the month	No. of disputes
Less than 100 . . . . .	20
100 or more but less than 1,000 . . . . .	45
1,000 or more but less than 10,000 . . . . .	37
10,000 or more but less than 50,000 . . . . .	5
50,000 or more . . . . .	1

*N. B.*—Particulars are not known in 23 cases.

## Cost of Living

WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA  
(Base Shifted to August, 1939 = 100)

State	Bombay				UTTAR PRADESH	MADHYA PRADESH	MADRAS
Town	Bombay	Ahmed- abad	Sholapur	Jalgaon	Kanpur	Nagpur	Madras
Original base (= 100)	July, 1933 to June, 1934	August, 1926 to July, 1927	February, 1927 to January, 1928	August, 1939	August, 1939	August, 1939	July, 1935 to June, 1936

## Cost of Living

1939 (Aug.—Dec.)	103	107	105	—	105	104	106
1940 . . . . .	107	108	104	109	111	110	109
1941 . . . . .	118	119	115	123	123	119	114
1942 . . . . .	150	156	155	180	181	165	136
1943 . . . . .	219	282	252	284	306	299	180
1944 . . . . .	226	290	276	295	314	267	207
1945 . . . . .	224	272	275	291	308	259	228
1946 . . . . .	246	286	290	326	328	285	240
1947 . . . . .	265	300	340	369	378	320	277
1948 . . . . .	288	333	400	440	471	372	315
1949 . . . . .	292	339	410	425	478	377	330
1950 . . . . .	298	351	398	424	434	372	332
June . . . . .	297	363	389	424	432	372	330
July . . . . .	304	363	395	436	439	375	333
August . . . . .	307	371	396	446	444	377	334
September . . . . .	308	371	401	417	445	378	335
October . . . . .	304	342	399	421	447	378	337
November . . . . .	297	330	388	428	444	376	333
December . . . . .	295	322	385	415	435	376	333
1951 January . . . . .	303	327	405	426	440	376	333
February . . . . .	306	347	403	439	441	388	334
March . . . . .	316	367	412	438	439	390	336
April . . . . .	319	370	416	455	440	391	340
May . . . . .	319	381	430	471	443	394	342
June . . . . .	321	371	429	487	447	394	344

## Food

1939 (Aug.—Dec.)	105	109	109	—	106	103	109
1940 . . . . .	112	111	106	111	112	106	114
1941 . . . . .	125	120	118	123	122	117	117
1942 . . . . .	161	169	157	186	181	163	151
1943 . . . . .	225	325	288	302	319	299	218
1944 . . . . .	235	326	297	303	331	263	257
1945 . . . . .	242	303	291	299	326	251	274
1946 . . . . .	283	337	319	350	364	282	293
1947 . . . . .	307	360	387	417	424	320	324
1948 . . . . .	311	374	421	490	514	379	360
1949 . . . . .	327	392	429	462	538	384	382
1950 . . . . .	340	420	434	459	471	382	380
June . . . . .	339	442	416	464	464	382	375
July . . . . .	350	442	428	485	472	386	381
August . . . . .	355	455	434	499	481	389	384
September . . . . .	356	454	446	453	486	390	385
October . . . . .	350	405	440	457	491	390	388
November . . . . .	337	382	422	461	489	387	381
December . . . . .	333	366	415	438	475	386	378
1951 January . . . . .	342	375	451	449	483	386	377
February . . . . .	347	409	444	468	489	399	380
March . . . . .	365	445	428	458	487	400	380
April . . . . .	360	428	426	482	489	399	364
May . . . . .	360	446	437	508	492	399	384
June . . . . .	363	431	450	534	495	400	386

Source.—State Government.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—*contd.*

Months	COCHIN (Base : August, 1939=100)				MYSORE (Base : July, 1935 to June, 1936=100,						Hyderabad (Base August 1943 to July 1944=100)	
	Ernakulam		Trichur		Bangalore		Mysore		Kolar Gold Fields		Hyderabad City	
	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52
April . .	366	382	359	372	307	344	300	349	318	365	159	161
May . .	368	384	360	376	311	345	308	349	319	365	158	161
June . .	368	388	360	378	311	345	311	349	325	369	161	171
July . .	370		362		310		315		334		164	
August .	374		364		328		318		347		162	
September .	375		366		329		321		350		163	
October .	376		367		333		223		353		162	
November .	375		366		330		315		342		163	
December .	380		371		326		327		344		163	
January .	377		369		328		322		345		164	
February .	377		367		336		327		351		165	
March .	376		366		341		336		363		166	

Source —State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS FOR  
THE MONTH OF JUNE, 1951

The working class cost of living index numbers for 15 selected centres in India are set out in the following tables. These measure the average changes, as compared to the year 1944, in the retail prices of goods and services that entered into working class expenditure as revealed by the family budget enquiries conducted during the years 1943-45.

During the month under review the index numbers went up in a majority of the centres reflecting a rise in the prices of food articles. Short notes analysing the index numbers at various centres are given below.

*Delhi*

The index number appreciated by 4 points to 144 during June, 1951. There was an increase in the prices of a number of items like rice, potatoes, chillies, charcoal, kerosene oil and clothing articles.

*Ajmer*

The index number advanced by 2 points to 178 due to the unavailability of rice from the ration shop and also due to an increase in the prices of sugar and potatoes.

*Jamshedpur*

The index number remained stationary at 158. Important price fluctuations consisted of a rise in the prices of potatoes, washing soap and medicine and a fall in the price of rice.

*Jharra*

The index number remained stationary at 190. There was, however, a rise in the prices of meat, *saree* and *markin* and a fall in the prices of rice and match box.

*Dehri-on-Sone*

The index number remained stationary at 199. There was a slight fall in the price of wheat.

*Cuttack*

The index number appreciated by as many as 18 points and stood at 190. A major part of this advance was accounted for by a rise in the prices of rice and clothing articles which were reported by the price collector to be scarce during the month under review.

*Gauhati*

The index number receded by 3 points to 138. There was a fall in all the group index numbers. Important items recording a fall in the price were potatoes, firewood, clothing articles, toilet soap and *supari*.

*Silchar*

The index number advanced by 13 points to 171. An increase in the price of rice reported to be in short supply by the price collector was mainly responsible for this rise in the index.

*Ludhiana*

A rise of 3 points brought the index number to the level of 168. There was an appreciation in the prices of wheat, milk and potatoes in the food group and shirting and long cloth in the clothing group.

*Akola*

The index number advanced by 2 points to 165. Higher quotations for *juar*, *tur dal* and *falli* oil in the food group and firewood in the fuel and lighting group were responsible for the rise in the index.

*Jubbulpore*

A rise of 3 points brought the index number to the level of 169. There was an increase in the prices of a number of items like rice, *tur dal*, firewood, *saree*, shoes and *pan*.

*Kharagpur*

The index number went up by 1 point to 136. Important price fluctuations consisted of a rise in the prices of brinjal, firewood, coal and washing soap and a fall in the prices of *dhoti* and *saree*.

## LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

	Delhi	Ajmer	Jamshedpur	Jharin	Dehri-on-Sone	Mon-ghyr and Jamal-pur	Cuttack
1945 . . .	103	110	100	97	106	105	102
1946 . . .	107	118	103	122	131	132	106
1947 . . .	122	152	123	139	158	153	117
1948 . . .	132	162	136	153	171	166	134
1949 . . .	132	161	138	159	170	171	147
1950 . . .	132	168	145	182	185	193*	163
June . . .	133	165	137	175	173	185	162
July . . .	136	168	141	188	183	203	163
August . . .	136	168	159	209	192	201	164
September . . .	134	168	162	207	196	202	168
October . . .	134	172	157	215	216	206*	168
November . . .	133	167	156	187	218	211*	168
December . . .	129	165	157	177	195	194*	166
1951—							
January . . .	134	171	158	176	198	192*	164
February . . .	138	176	157	176	195	194*	165
March . . .	138	174	157	185	198	220*	165
April . . .	139	173	159	187	199	—	166
May . . .	140	176	158	190	199	—	172
June . . .	144	178	158	190	199	—	190

\* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

	Ber- ham- pur	Gau- hati	Sil- char	Tin- sukia	Ludhi- ana	Akola	Jub- bul pore	Kharag- pur
1945 . . .	101	90	92	94	105	98	95	97
1946 . . .	111	86	96	83	119	107	101	100
1947 . . .	126	97	110	93	142	139	123	111
1948 . . .	145	117	132	109	168	156	146	132
1949 . . .	154	128	138	110	164	168	151	137
1950 . . .	162	126	146	114	165	162	153	137
June . . .	152	126	145	114	162	158	152	139
July . . .	158	128	147	113	165	165	155	140
August . . .	171	128	157	113	169	167	154	141
September . . .	174	128	162	112	168	166	151	138
October . . .	175	131	160	111	168	168	155	141
November. . .	178	128	156	111	167	174	158	137
December . . .	186	127	145	111	170	167	168	136
1951—								
January . . .	189	127	141	109	169	162	171	133
February . . .	188	129	140	109	165	164	169	133
March . . .	188	139	147	121	168	164	166	135
April . . .	192	140	152	121	166†	163	166†	134
May . . .	192	141	158	169	165	163	166	135
June . . .	194	138	171	186*	168	165	169	136

\* Provisional.

† Revised..



## LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

DELHI (a)

	Food	Fuel and Light- ing	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights	61.0	8.8	6.4	10.8	13.0	100.0
1945 . . . . .	103	104	100	99	110	105
1946 . . . . .	108	107	100	100	118	107
1947 . . . . .	124	114	100	111	135	122
1948 . . . . .	125	172	100	138	151	132
1949 . . . . .	126	181	100	125	148	132
1950 . . . . .	126	168	100	138	146	132
1950						
June . . . . .	127	172	100	139	147	133
July . . . . .	131	180	100	139	148	136
August . . . . .	132	173	100	138	146	136
September . . . . .	130	162	100	136	146	134
October . . . . .	131	161	100	137	146	134
November . . . . .	130	157	100	138	146	133
December . . . . .	124	150	100	140	147	129
1951						
January . . . . .	131	150	100	137	147	134
February . . . . .	136	150	100	147	151	138
March . . . . .	137	150	100	140	151	138
April . . . . .	138	150	100	142	153	139
May . . . . .	138	150	100	151	155	141
June . . . . .	142	151	100	150	156	146

(a) For details of scope and method of construction of the index numbers please see pages 47-53 of the Indian Labour Gazette (January, 1948).

### ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE PRE-WAR BASE : AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1947 to October, 1944.

The Chief Commissioner, Delhi has obtained the price of 13 items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weight' attached to August, 1939 prices. This index worked out to an average figure of 260.8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of June, 1951 on the pre-war base, viz., August 1939, may be estimated to be 375.

## LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

AJMER (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.7	8.2	3.0	8.2	16.9	100.0
1945 . . . . .	105	110	100	122	122	110
1946 . . . . .	111	110	100	165	135	118
1947 . . . . .	147	151	100	178	171	152
1948 . . . . .	155	166	100	201	176	162
1949 . . . . .	159	165	100	183	164	161
1950 . . . . .	172	143	100	198	161	168
1950						
June . . . . .	169	137	100	194	159	165
July . . . . .	173	136	100	203	161	168
August . . . . .	173	136	100	201	162	168
September . . . . .	173	136	100	200	162	168
October . . . . .	179	136	100	203	161	172
November . . . . .	169	143	100	209	161	167
December . . . . .	165	146	100	219	161	165
1951						
January . . . . .	173	165	100	219	161	171
February . . . . .	180	157	100	219	161	176
March . . . . .	176	154	100	221	166	174
April . . . . .	175	164	100	223	166	173
May . . . . .	179	164	100	222	166	176
June . . . . .	182	154	100	222	166	178

(a) For details of scope and method of construction of the index numbers please see pages 53—57 of the "Report on an enquiry into family budgets of industrial workers in Ajmer" by S. R. Deshpande.

## JAMSHEDPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	65.8	5.4	4.7	10.2	13.9	100.0
1945 . . . . .	102	100	100	78	106	100
1946 . . . . .	106	105	100	76	109	103
1947 . . . . .	130	120	100	83	129	123
1948 . . . . .	138	154	100	132	133	136
1949 . . . . .	139	166	100	118	149	138
1950 . . . . .	145	171	100	132	160	145
1950						
June . . . . .	135	185	100	135	152	137
July . . . . .	139	172	100	135	158	141
August . . . . .	163	186	100	131	168	159
September . . . . .	166	191	100	134	173	162
October . . . . .	159	191	100	138	171	157
November . . . . .	156	191	100	146	169	156
December . . . . .	156	192	100	152	172	157
1951						
January . . . . .	157	192	100	153	172	158
February . . . . .	158	190	100	142	171	157
March . . . . .	159	190	100	141	168	157
April . . . . .	162	190	100	141	167	159
May . . . . .	161	190	100	141	165	158
June . . . . .	160	190	100	141	168	158

(b) For details of scope and method of construction of the index numbers please see pages 72—74 of the "Report on an enquiry into family budgets of industrial workers in Jamshedpur" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.  
(Base : 1944=100)

## JHARIA (a)

	Food	Fuel and Lighting	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	77.7	0.5	6.7	15.1	100.0
1945 . . . . .	98	94	81	102	97
1946 . . . . .	128	96	76	108	122
1947 . . . . .	145	104	78	138	133
1948 . . . . .	151	145	123	177	157
1949 . . . . .	159	128	108	163	152
1950 . . . . .	189	115	114	180	182
June 1950 . . . . .					
July . . . . .	180	116	117	178	175
August . . . . .	197	116	118	178	188
September . . . . .	223	116	118	178	209
October . . . . .	221	116	118	178	207
November . . . . .	232	116	118	179	215
December . . . . .	195	113	106	182	187
1951 . . . . .	182	113	106	182	177
January . . . . .					
February . . . . .	181	113	107	182	178
March . . . . .	182	113	106	183	178
April . . . . .	191	113	125	184	185
May . . . . .	193	113	125	188	187
June . . . . .	196	119	125	193	190
	194	113	131	193	191

(a) For details of scope and method of construction of the index numbers please see pages 54-59 of the "Report on an enquiry into family budgets of industrial workers in Jharia" by S. R. Deshpande.

## DEHRI-ON-SONE (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.6	4.6	2.0	13.5	10.3	100.0
1945 . . . . .	106	109	100	94	118	101
1946 . . . . .	140	120	100	96	129	121
1947 . . . . .	173	129	100	108	150	158
1948 . . . . .	180	126	100	148	171	171
1949 . . . . .	180	147	100	131	183	175
1950 . . . . .	200	164	100	137	177	185
June 1950 . . . . .						
July . . . . .	183	166	100	138	173	175
August . . . . .	196	167	100	134	181	185
September . . . . .	207	166	100	142	182	188
October . . . . .	213	165	100	141	182	187
November . . . . .	243	165	100	159	182	218
December . . . . .	248	164	100	159	182	218
1951 . . . . .	212	164	100	141	182	185
January . . . . .						
February . . . . .	216	164	100	148	182	188
March . . . . .	211	164	100	148	182	187
April . . . . .	215	164	100	148	182	187
May . . . . .	216	162	100	147	182	187
June . . . . .	216	164	100	147	182	187
	215	164	100	147	182	187

(b) For details of scope and method of construction of the index numbers please see pages 54-59 of the "Report on an enquiry into family budgets of industrial workers in Dehri-on-Sone" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

## MONGHYR AND JAMALPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.8	5.6	1.7	10.7	12.2	100.0
1945 . . . . .	107	103	100	90	106	105
1946 . . . . .	143	106	100	106	109	132
1947 . . . . .	170	114	100	100	124	153
1948 . . . . .	178	148	100	147	135	168
1949 . . . . .	189	131	100	129	131	171
1950* . . . . .	216	126	100	156	143	193
1950						
March . . . . .	202	131	100	141	135	182
April . . . . .	200	128	100	141	139	181
May . . . . .	198	123	100	159	148	182
June . . . . .	202	124	100	154	152	185
July . . . . .	224	138	100	179	150	203
August . . . . .	224	127	100	168	146	201
September . . . . .	226	128	100	164	149	202
October* . . . . .	234	118	100	167	142	206
November* . . . . .	242	115	100	161	141	211
December* . . . . .	218	114	100	165	135	194
1951						
January* . . . . .	215	116	100	165	135	192
February* . . . . .	218	116	100	161	137	194
March* . . . . .	220	116	100	184	150	200

(a) For details of scope and method of construction of the index numbers please see pages 48—51 of the "Report on an enquiry into family budgets of industrial workers in Monghyr and Jamalpur" by S.R. Deshpande.

\* Provisional  
CUTTACK (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	67.1	8.9	3.0	8.1	12.9	100.0
1945 . . . . .	98	114	100	105	112	102
1946 . . . . .	105	109	100	104	112	106
1947 . . . . .	120	110	100	110	114	117
1948 . . . . .	137	124	100	127	136	134
1949 . . . . .	153	140	100	130	143	147
1950 . . . . .	171	141	100	138	167	163
1950						
June . . . . .	171	141	100	136	157	162
July . . . . .	171	141	100	136	170	163
August . . . . .	171	141	100	136	173	164
September . . . . .	176	141	100	141	173	168
October . . . . .	177	141	100	142	173	168
November . . . . .	178	141	100	142	173	168
December . . . . .	175	141	100	142	172	166
1951						
January . . . . .	173	141	100	144	164	164
February . . . . .	173	141	100	148	168	165
March . . . . .	172	141	100	148	168	165
April . . . . .	174	141	100	148	168	166
May . . . . .	182	141	100	148	169	172
June . . . . .	207	142	100	168	170	190

(b) For details of scope and method of construction of the index numbers please see page 739 of the Indian Labour Gazette (April, 1948).

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.  
(Base : 1944=100)

BERHAMPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	62.4	7.5	3.3	11.0	15.8	100.0
1945	98	105	100	121	95	101
1946	107	135	100	123	110	111
1947	123	162	100	139	115	126
1948	151	162	100	135	130	145
1949	166	155	100	128	140	154
1950	174	158	100	132	150	162
June 1950						
July	161	147	100	127	151	152
August	170	147	100	127	149	153
September	189	152	100	140	149	171
October	191	167	100	140	150	174
November	190	177	100	144	154	175
December	193	178	100	146	157	178
1951	201	209	100	150	157	186
January	205	209	100	152	157	189
February	202	209	100	152	162	188
March	202	209	100	157	165	188
April	206	209	100	162	164	192
May	208	209	100	172	161	192
June	209	219	100	177	161	194

(a) For details of scope and method of construction of the index numbers please see page 47 of the Indian Labour Gazette (July, 1948).

GAUHATI (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.4	8.6	4.5	5.1	18.4	100.0
1945	89	70	100	98	99	90
1946	85	65	100	96	94	86
1947	100	65	100	95	105	97
1948	124	67	100	143	114	117
1949	129	67	100	215	140	123
1950	128	64	100	162	145	126
June 1950						
July	120	68	100	143	146	126
August	131	68	100	148	147	128
September	130	66	100	162	148	128
October	129	60	100	178	149	128
November	130	55	100	241	149	131
December	127	55	100	208	149	128
1951	127	55	100	212	147	127
January	125	61	100	211	146	127
February	128	68	100	214	145	129
March	144	69	100	211	147	139
April	145	69	100	200	149	140
May	146	68	100	203	148	141
June	145	65	100	100	147	138

(b) For details of scope and method of construction of the index numbers please see page 639 of the Indian Labour Gazette (March, 1948).

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

SILCHAR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	71.7	7.1	4.4	6.7	10.1	100.0
1945 . . . . .	89	95	100	88	109	92
1946 . . . . .	94	139	100	78	88	96
1947 . . . . .	111	156	100	94	92	110
1948 . . . . .	105	161	100	179	110	132
1949 . . . . .	141	159	100	135	117	138
1950 . . . . .	152	162	100	150	108	146
1950						
June . . . . .	150	165	100	155	108	145
July . . . . .	152	165	100	157	111	147
August . . . . .	166	165	100	159	110	157
September . . . . .	173	165	100	158	110	162
October . . . . .	171	165	100	155	111	160
November . . . . .	164	165	100	160	113	156
December . . . . .	148	165	100	160	115	145
1951						
January . . . . .	143	165	100	158	115	141
February . . . . .	141	165	100	158	116	140
March . . . . .	151	165	100	156	122	147
April . . . . .	168	165	100	161	123	152
May . . . . .	164	165	100	170	121	158
June . . . . .	183	166	100	162	127	171

(a) For details of scope and method of construction of the index numbers please see page 351 of the Indian Labour Gazette (November, 1948).

TINSUKIA (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	68.7	7.3	3.2	8.5	12.3	100.0
1945 . . . . .	94	81	100	100	100	94
1946 . . . . .	86	53	100	73	83	83
1947 . . . . .	98	65	100	94	84	93
1948 . . . . .	114	58	100	125	100	109
1949 . . . . .	113	58	100	133	111	110
1950 . . . . .	116	61	100	156	105	114
1950						
June . . . . .	118	61	100	142	108	114
July . . . . .	118	61	100	142	104	113
August . . . . .	118	61	100	144	102	113
September . . . . .	116	61	100	144	102	112
October . . . . .	114	61	100	144	103	111
November . . . . .	114	61	100	144	103	111
December . . . . .	114	61	100	144	102	111
1951						
January . . . . .	112	63	100	144	102	109
February . . . . .	111	63	100	144	102	109
March . . . . .	126	63	100	144	118	121
April . . . . .	127	62	100	143	112	121
May . . . . .	185	62	100	235	115	169
June* . . . . .	211	62	100	231	110	186

(b) For details of scope and method of construction of the index numbers please see page 429 of the Indian Labour Gazette (December, 1948).

\* Provisional,

## LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

LUDHIANA (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	61.2	9.2	3.7	10.8	15.1	100.0
1945 . . . . .	106	105	100	98	106	105
1946 . . . . .	125	112	100	93	122	119
1947 . . . . .	149	156	100	110	135	142
1948 . . . . .	183	160	100	135	157	168
1949 . . . . .	177	157	100	102	176	164
1950 . . . . .	175	153	100	111	185	165
June 1950 . . . . .	175	153	100	109	171	162
July . . . . .	176	150	100	116	182	165
August . . . . .	181	149	100	108	195	169
September . . . . .	179	150	100	108	199	168
October . . . . .	177	152	100	117	197	168
November . . . . .	176	152	100	114	195	167
December . . . . .	179	152	100	120	196	170
January 1951 . . . . .	179	153	100	119	191	169
February . . . . .	176	142	100	117	187	165
March . . . . .	181	140	100	119	183	168
April . . . . .	174	142	100	132	180	166†
May . . . . .	172	141	100	152	178	165
June . . . . .	176	142	100	159	177	168

(a) For details of scope and method of construction of the index numbers please see pages 45-49 of the "Report on an enquiry into family budgets of industrial workers in Ludhiana" by S. R. Deshpande.

† Revised.

AKOLA (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.6	7.3	2.1	13.4	18.6	100.0
1945 . . . . .	99	88	100	91	101	98
1946 . . . . .	116	86	100	90	101	107
1947 . . . . .	164	91	100	96	115	139
1948 . . . . .	175	204	100	100	123	156
1949 . . . . .	193	196	100	105	132	168
1950 . . . . .	190	159	100	105	122	162
June 1950 . . . . .	185	151	100	105	119	158
July . . . . .	197	151	100	105	120	165
August . . . . .	198	150	100	105	125	167
September . . . . .	197	150	100	105	127	166
October . . . . .	200	150	100	105	125	168
November . . . . .	211	150	100	105	125	174
December . . . . .	199	150	100	105	126	167
January 1951 . . . . .	186	150	100	105	138	162
February . . . . .	187	160	100	105	145	164
March . . . . .	186	160	100	104	145	164
April . . . . .	183	160	100	108	146	163
May . . . . .	183	160	100	108	146	163
June . . . . .	187	164	100	108	143	165

(b) For details of scope and method of construction of the index numbers please see pages 46-49 of the "Report on an enquiry into family budgets of industrial workers in Akola" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*concl'd.*

(Base : 1944=100)

## JUBBULPORE (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.2	7.2	2.7	12.6	10.3	100.0
1945 . . . . .	90	93	100	85	114	95
1946 . . . . .	98	97	100	79	126	101
1947 . . . . .	121	110	100	88	159	123
1948 . . . . .	149	127	100	121	170	146
1949 . . . . .	152	143	100	123	176	151
1950 . . . . .	152	148	100	114	190	153
June 1950 . . . . .	145	145	100	117	208	152
July . . . . .	152	155	100	108	203	155
August . . . . .	157	157	100	107	180	154
September . . . . .	153	153	100	107	179	151
October . . . . .	156	150	100	113	190	155
November . . . . .	162	143	100	113	188	158
December . . . . .	179	143	100	115	189	168
January 1951 . . . . .	186	136	100	116	187	171
February . . . . .	183	128	100	123	185	169
March . . . . .	175	125	100	125	193	166
April . . . . .	176	125	100	127	193	166†
May . . . . .	174	125	100	128	193	166
June . . . . .	177	127	100	130	195	169

(a) For details of scope and method of construction of the index numbers please see pages 56—59 of the "Report on an enquiry into family budgets of industrial workers in Jubbulpore" by S. R. Deshpande;

† Revised.

## KHARAGPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.2	5.9	3.4	10.6	10.9	100.0
1945 . . . . .	97	110	100	83	109	97
1946 . . . . .	102	97	100	76	113	100
1947 . . . . .	116	106	100	80	119	111
1948 . . . . .	135	116	100	126	129	132
1949 . . . . .	142	114	100	125	142	137
1950 . . . . .	142	109	100	130	144	137
June 1950 . . . . .	144	108	100	132	147	139
July . . . . .	146	110	100	130	141	140
August . . . . .	146	111	100	135	141	141
September . . . . .	142	110	100	139	141	138
October . . . . .	144	109	100	146	141	141
November . . . . .	141	109	100	141	138	137
December . . . . .	138	109	100	147	136	136
January 1951 . . . . .	133	109	100	147	137	133
February . . . . .	133	108	100	146	139	133
March . . . . .	135	113	100	160	141	135
April . . . . .	134	113	100	150	140	134
May . . . . .	136	117	100	150	140	135
June . . . . .	138	120	100	138	145	136

(b) For details of scope and method of construction of the index numbers please see pages 45—48 of the "Report on an enquiry into family budgets of industrial workers in Kharagpur" by S. R. Deshpande.



**COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT  
MUFASSAL CENTRES IN MADRAS**  
(Base : July, 1935 to June, 1936=100)

Month and year	Visa- kha- patnam	Eluru	Bellary	Cudda- lore	Tiru- chira- palli	Madhu- rai	Coimba- tore	Kozhi- kode
1948	338	367	370	372	351	331	337	394
1949	360	396	378	364	366	360	385	409
1950	354	404	383	371	372	348	388	428
June	352	396	390	363	374	343	370	450
July	360	407	382	369	371	345	394	439
August	365	406	371	368	375	350	396	438
September	363	419	372	378	378	354	396	439
October	366	416	369	392	376	354	392	427
November	361	415	380	384	376	355	391	417
December	358	410	371	383	374	348	389	411
1951 January	358	407	375	384	371	344	389	419
February	356	413	375	382	367	349	389	427
March	354	416	377	382	370	354	392	440
April	356	425	378	385	369	357	398	450
May	364	435	389	384	366	360	402	459
June	376	437	393	384	367	366	410	468

*Source.*—Public (Economics and Statistics) Department, Government of Madras.

**WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON.**

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian workpeople, viz., Tamils, Telegus and Uriyas on a singleman basis.

(Base : Year 1941=100)

Month and Year	Food	Fuel and Lighting	Clothing	Miscella- neous	House Rent	All Items combined
1	2	3	4	5	6	7
1950						
June	356	250	641	467	266	361
July	391	214	638	454	266	350
August	390	201	475	454	266	368
September	379	204	440	454	266	359
October	352	197	440	454	266	341
November	344	192	443	454	266	335
December	344	182	423	454	266	333
1951						
January	354	190	418	454	266	349
February	347	214	418	454	266	337
March	322	198	426	459	266	331
April	329	191	437	476	266	327
May	337	201	443	476	266	333
June	368	189	453	476	266	353

*Source.*—Weekly notes by the Director of Labour, Burma.

**COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES**  
(Base : 1937=100)

Country	U. K.	U.S.A.	Canada	Australia	Turkey	Ceylon
Town					Istanbul	Colombo(c)
1938	101	98	101	103	100	—
1939	103	97	100	105	101	103*
1940	119	98	104	110	112	112
1941	129	102	110	115	138	122
1942	130	113	116	125	232	164
1943	129	120	117	129	346	195
1944	130	122	117	129	338	200
1945	132	125	118	129	353	221
1946	132	136	122	131	341	229
1947	102(a)(b)	155	134	136	343	252
1948	108	167	153	148	345	260
1949	111	165	159	162	378	258
1950	114	167	165	179	360	272
May	114	164	162	176	361	266
June	114	166	163		357	271
July	114	168	166	180	350	272
August	113	168	167		343	274
September	114	169	168	188	341	283
October	115	170	169		346	279
November	116	171	169	188	348	277
December	116	174	169		351	273
1951 January	117	177	170	196	354	281
February	118	179	173		—	284
March	119	180	178	—	—	284
April	121	180	180		—	283
May	124	181	180	—	—	283

(a) New Series from July, 1947 ; Base : 17th June, 1947 = 100.

(b) July to December.

(c) Base : November, 1938 to April, 1939 = 100.

\* August—December.

† Relates to the quarter ending June, 1950.

## Retail and Wholesale Prices

### MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF JUNE, 1951

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of consumption items as compared to their average prices during 1944.

#### *Urban Centres*

The index numbers for 'all articles of food' showed an upward trend in a majority of the centres during the month under review. This upward trend was mainly due to an increase in the prices of miscellaneous articles of food, such as, chillies, *dhania*, fish, vegetables, etc. An analysis by the various consumption groups is given below :—

*Cereals.*—The index numbers for this sub-group declined in a majority of the centres. At as many as four centres, the index numbers receded by 15 points or more and the highest fall of 28 points recorded at Meerut was due to a decrease in the prices of gram and barley.

*Pulses.*—The index numbers for this sub-group advanced at 10 centres, receded slightly at 4 centres and remained stationary at four other centres. A noteworthy rise in the prices of pulses was noticed at Agra.

*Other articles of food.*—The index numbers for this sub-group appreciated in almost all the centres—important items registering a rise in the price being potatoes, onions, brinjals, chillies, *dhania* and fish. The rise in the index numbers did in no case exceed 10 points.

*Fuel and lighting.*—The index numbers for this group remained stationary at many centres and no important fluctuation in the prices of items in this group was noticed during the month under review.

*Miscellaneous.*—The index numbers for this group declined in a majority of the centres mainly due to a fall in the prices of *pan* and tobacco. At as many as 5 centres, the index numbers receded by 10 points or more. However, at Banaras the index number went up by 17 points due to higher quotations for *pan* and *supari*.

*Rural Centres*

The index numbers for 'all articles of food' declined at 5 centres, went up at four centres and remained stationary at two centres. The index numbers for 'cereals' fluctuated both ways and no clear trend of prices could, therefore, be ascertained. There was a sharp fall in the index number of cereals at Muniguda and this was due to the availability of cereals at controlled rates. In the sub-group 'pulses', a noteworthy rise in the price of *tur dal* was witnessed at Krishna. The fluctuations in the index numbers for 'other articles of food' ranged from a fall of 16 points at Malur to a rise of 26 points at Salamatpur. The prices of items in the 'fuel and lighting' group were almost stable during the month under review. The fluctuations of the index numbers for 'clothing' group ranged from a fall of 14 points at Muniguda to a rise of 29 points at Malur and in as many as 5 centres, the index numbers remained stationary. The index numbers for the 'miscellaneous' group declined by 23 points at Maibang due to a fall in the prices of *pan* and tobacco. At Multapi, however, the index number for this group rose by 14 points due to an increase in the prices of tobacco and betel nuts.

## RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base :

Name of Centre and State	Cereals			Pulses			Other articles of Food		
	June, '50	May, '51	June, '51	June, '50	May, '51	June, '51	June, '50	May, '51	June, '51
1	2	3	4	5	6	7	8	9	10
I.— <i>Bombay</i> :									
Hubli	140	133	133	112	142	142	176	193	197
Surat	101	117	116	134	152	159	191	155	162
Dohad	132	142	139	145	175	174	186	201	210
II.— <i>Punjab</i> (I) :									
Amritsar	2	149	148	2	153	153	2	177	174
III.— <i>Uttar Pradesh</i> :									
Lucknow	140	161	146a	153	189	198	176	168	169
Agra	131	151	143	156	191	211c	177	175	176
Bareilly	155	168	164	171	211	216	182	179	186
Banaras	157	173	158b	138	188	193	215	193	200
Meerut	175	188	160c	155	201	201	196	187	187
IV.— <i>Bihar</i> :									
Patna	215	258	241d	144	191	186	200	201	199
V.— <i>West Bengal</i> :									
Howrah	139	140	140	123	134	134	182	182	187
Budge Budge	138	148	147	115	138	140	186	184	187
Kankinara	129	137	135	110	130	131	176	179	182
Raniganj	167	180	187	117	120	123	194	181	187
Calcutta	137	142	140	124	138	136	181	190	194
Gouripore	132	138	138	110	136	141	170	181	185
Serampore	136	142	142	121	137	142	175	179	186
Kanchrapara	130	137	139	122	148	146	179	179	185

(a) Fall in the price of gram.

(b) Fall in the prices of barley and *bejhar*.

(c) Fall in the prices of gram and barley.

(d) Fall in the prices of rice, maize and barley.

(e) General rise in the prices of pulses.

(f) Fall in the prices of *pan* and washing soap.

## AT 18 SELECTED URBAN CENTRES

1944=100).

All Articles of Food			Fuel & Lighting			Miscellaneous			Name of Centre and State
June, '50	May, '51	June, '51	June, '50	May, '51	June, '51	June, '50	May, '51	June, '51	
11	12	13	14	15	16	17	18	19	20
162	179	182	109	102	102	157	185	184	I.—Bombay :
166	147	152	103	97	97	146	170	175	Hubli.
170	187	192	108	126	123	152	165	170	Surat
									Dohad
x	168	166	x	108	110	x	174	176	II.—Punjab (I) :
									Amritsar
									III.—Uttar Pra-
									desh :
164	170	169	120	125	125	167	253	180j	Lucknow
163	172	174	111	139	137	153	162	160	Agra
174	182	186	121	126	126	132	152	146	Bareilly
187	186	186	131	124	124	469	280	297g	Banaras
185	189	181	119	116	116	157	169	161	Meerut
									IV.—Bihar :
198	218	211	142	135	140	168	184	174h	Patna
									V.—West Bengal :
167	169	173	104	101	102	165	173	169i	Howrah
168	172	174	118	117	119	162	239	242	Budge Budge
156	163	165	112	98	103	160	165	159	Kankinara
178	172	178	220	163	163	183	181	179	Raniganj
168	175	177	113	105	105	162	174	169	Calcutta
156	167	173	143	132	139	155	178	177	Gouripore
153	165	170	138	121	124	186	188	178j	Serampore
164	168	173	130	129	128	163	184	159h	Kanchrapara

(g) Rise in the prices of *pan* and *supari*.(h) Fall in the prices of *pan* and tobacco.(i) Fall in the prices of *pan* and hair oil.(j) Fall in the price of *pan*.

(x) Returns not received.

# RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRES

(Base : 1944=100)

Name of Centres 1	Cereals			Pulses			Other articles of food		
	June, '50 2	May, '51 3	June, '51 4	June, '50 5	May, '51 6	June, '51 7	June, '50 8	May, '51 9	June, '51 10
<i>Eastern Zone—</i>									
1. Bamra .	180	181	x	91	105	x	191	189	x
2. Maibang .	136	186	197a	142	142	142	156	159	170f
3. Shankargarh .	134	175	178	128	183	185	203	209	207
4. Sonaili .	244	285	279	153	178	181	267	254	267g
<i>Northern Zone—</i>									
5. Multapi .	175	206	206	142	183	183	222	182	182
6. Nana .	310	292	283	276	231	239	239	255	252
7. Salamatpur .	197	218	231b	177	250	253	212	217	240h
<i>Southern Zone—</i>									
8. Krishna .	183	255	247	137	178	189e	201	211	213
9. Lakh .	186	173	179	176	176	176	173	173	173
10. Malur .	135	142	155c	139	169	176	157	191	176i
11. Muniguda .	212	352	255d	236	263	267	255	325	328
12. Kudchi .	126	123	123	111	149	142	180	226	220

Name of Centres 11	All articles of food			Fuel & Lighting			Clothing			Miscellaneous		
	June, '50 12	May, '51 13	June, '51 14	June, '50 15	May, '51 16	June, '51 17	June, '50 18	May, '51 19	June, '51 20	June, '50 21	May, '51 22	June, '51 23
<i>Eastern Zone—</i>												
1. Bamra .	173	174	x	89	125	x	189	166	x	195	184	x
2. Maibang .	152	159	168	103	102	102	123	153	163j	90	149	126p
3. Shankargarh .	164	192	192	100	101	101	130	140	140	141	137	139
4. Sonaili .	246	247	255	109	125	125	150	256	256	338	201	261
<i>Northern Zone—</i>												
5. Multapi .	194	186	186	115	115	115	162	139	139	168	179	193q
6. Nana .	258	260	257	148	144	142	147	202	208	198	208	208
7. Salamatpur .	202	224	241	129	100	102	137	142	142	230	260	262
<i>Southern Zone—</i>												
8. Krishna .	192	216	217	152	163	158	133	179	169k	199	216	219
9. Lakh .	176	175	174	93	86	86	111	132	132	147	146	144
10. Malur .	149	177	171	102	86	88	170	282	311l	236	208	214
11. Muniguda .	243	321	303	128	105	105	126	265	251m	177	218	216
12. Kudchi .	164	200	195	113	113	113	123	130	142n	150	158	162

- (a) Rise in the price of rice.  
 (b) Rise in the prices of rice, jowar and wheat.  
 (c) Rise in the price of gram.  
 (d) Availability of cereals at controlled rates.  
 (e) Rise in the price of tur dal.  
 (f) Rise in the prices of sugar, chillies, turmeric, fish and potatoes.  
 (g) Rise in the prices of potatoes and black pepper.  
 (h) Rise in the prices of sugar, chillies and garlic.  
 (i) Fall in the prices of groundnut oil, turmeric potatoes, onions and coconut.  
 (j) Rise in the prices of Nima and cotton thread.  
 (k) Fall in the prices of sarce and shirting.  
 (l) Rise in the prices of shirting and sarce.  
 (m) Fall in the prices of dhoti, sarce and shirting.  
 (n) Rise in the prices of turban, sarce and shirting.  
 (p) Fall in the prices of tobacco and pan.  
 (q) Rise in the prices of tobacco and betel nuts.  
 (x) Returns not received.

**INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS**  
(Base : July, 1935 to June, 1936=100)

District	Rural Centres	Index Numbers		
		June, 1950	May, 1951	June, 1951
1	2	3	4	5
Visakhapatnam . . .	Adivivaram . . .	428	464	467
Srikakulam . . .	Thettangi . . .	474	521	521
West Godavari . . .	Alamuru . . .	412	440	454
Bellary . . .	Madavaram . . .	478	480	507
South Arcot . . .	Puliyur . . .	440	450	449
" . . .	Agaram . . .	397	423	422
Tiruchirapalli . . .	Thulayanatham . . .	502	485	494
Madhurai . . .	Eriodu . . .	415	505	499
" . . .	Gokilapuram . . .	429	467	467
Coimbatore . . .	Kinathukadavu . . .	421	443	445
Malabar . . .	Koduvalli . . .	609	654	651
Chingleput . . .	Guduvancheri . . .	430	447	441
" . . .	Kunnathur . . .	442	479	485

Source.—Public (Economics and Statistics) Department, Government of Madras.

**ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES**

The Economic Adviser's Index Numbers of wholesale prices comprise selected items under the groups Food, Industrial Raw Materials, Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

	Cereals	Pulses	Other articles of food	All food articles	Textile products	General Index
1	2	3	4	5	6	7
1947 Average . .	312	471	232	292	314	297
1948 Average . .	445	426	269	375	406	368
1949 Average . .	466	439	277	390	398	381
1950 Average . .	472	451	314	411	402	401
1950—						
June . .	456	409	321	403	399	396
July . .	475	461	335	423	400	405
August . .	478	464	340	426	402	410
September . .	485	475	339	430	402	413
October . .	495	484	319	427	403	411
November . .	521	509	281	424	403	411
December . .	510	507	291	424	404	413
1951 January . .	487	509	293	414	406	414
February . .	487	509	294	414	430	423
March . .	488	518	288	412	457	439
April . .	490	501	289	413	501	458
May . .	489	515	289	413	496	457
June . .	486	506	294	413	493	457

Source.—Office of the Economic Adviser to the Government of India.



## Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA  
(Percentage of man-shifts lost to man-shifts scheduled to work)

Month 1	Cotton Mill Industry							Woollen Industry	
	Bombay	Ahmedabad	Sholapur	Madras	Madura	Coimbatore	Kanpur	Kanpur	Dharwal
	(b) 2	(b) 3	(b) 4	(a) 5	(a) 6	(a) 7	(d) 8	(d) 9	(a) 10
1947									
Average	14.4	6.4	10.1	10.3	14.7	13.8	16.1	11.5	—
1948									
Average	13.3	5.9	18.1	9.1	13.9	9.6	16.1	10.6	—
1949									
Average	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	—
1950									
Average	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3
June	15.2	8.9	19.9	9.9	15.8	10.6	19.9	18.4	8.0
July	13.9	8.3	20.3	9.4	16.1	7.4	17.9	13.1	6.2
August	12.3	8.1	17.6	9.2	14.6	8.6	16.7	8.9	8.8
September	*	8.4	19.0	12.0	14.1	8.5	15.6	7.9	13.5
October	*	7.8	18.3	9.5	14.3	8.1	12.8	12.2	13.8
November	13.6	7.8	18.8	8.9	13.3	9.4	12.0	10.0	12.7
December	13.8	7.9	18.3	8.5	13.6	8.4	12.6	10.1	18.7
1951									
January	12.1	7.4	18.1	9.1	11.4	9.5	10.3	11.5	8.6
February	12.8	7.8	19.4	8.6	12.5	10.8	11.1	13.7	12.0
March	13.0	9.0	18.7	8.7	13.2	11.8	10.8	13.9	15.5
April	13.6	8.9	20.3	8.8	13.0	10.8	11.5	14.3	20.8
May	14.5	9.4	22.2	8.7	12.2	11.6	14.5	19.3	17.8
June	13.9	8.9	20.0	9.0	12.0	11.0	15.6	10.8	11.2

Month	Engineering Industry		Telegraph Work-shops	Tramway Work-shops	Iron and Steel Industry	Ordinance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay	West Bengal	All India	All India	All India	All India	All India	All India	Kanpur
	(b) 11	(c) 12	(a) 13	(a) 14	(a) 15	(a) 16	(a) 17	(a) 18	(d) 19
1947									
Average	13.8	—	—	—	—	10.6	12.2	12.4	15.5
1948									
Average	13.4	—	—	—	14.3	8.5	10.9	10.9	8.0
1949									
Average	13.6	—	—	—	13.5	8.0	10.1	10.8	11.3
1950									
Average	13.1	11.1	8.1	15.7	12.4	8.9	10.6	11.0	8.4
June	14.0	12.3	9.6	13.4	14.4	9.4	12.8	12.1	7.5
July	12.0	9.3	7.9	14.4	12.2	7.7	8.6	10.3	15.5
August	10.1	12.7	7.1	11.9	11.8	6.9	10.2	10.1	21.0
September	11.1	9.0	7.2	12.2	10.5	8.3	8.7	9.0	4.2
October	10.0	7.6	7.4	20.1	10.6	7.2	10.3	9.6	5.9
November	12.0	8.7	7.5	13.4	11.6	7.4	9.0	9.6	4.8
December	11.8	8.4	8.3	13.9	10.5	7.7	9.0	9.0	5.2
1951									
January	11.2	8.8	8.0	14.7	10.7	7.7	10.5	7.4	3.9
February	13.0	9.2	7.1	9.3	10.1	8.5	11.3	10.6	4.9
March	14.8	10.1	8.2	13.9	11.5	9.1	14.0	9.9	4.8
April	16.5	10.8	8.9	13.5	11.2	9.9	13.4	11.5	5.5
May	20.3	13.7	10.2	12.6	12.7	11.4	15.0	13.1	8.0
June	15.0	—	10.5	13.1	12.6	10.5	12.7	12.7	7.9

Sources.—

(a) Government of India ; Labour Bureau.

(b) Government of Bombay ; Deputy Commissioner of Labour (Information).

(c) Government of West Bengal ; Labour Commissioner.

(d) Employers' Association of Northern India.

\* There was a general strike in the Cotton Textile Industry in Bombay City.

# Absenteeism in Manufacturing Industries in India, during June, 1951, by Causes

1	No. of returns 2	Percentage of absenteeism due to				
		Sickness or accident 3	Leave other than holidays 4	Social or religious causes 5	Other causes 6	All causes 7
<b>Cotton Mills—</b>						
Madras State . . . .	33	2.7	3.9	2.0	2.3	10.9
Madras . . . . .	1	3.1	3.4	1.2	1.3	9.0
Madura . . . . .	8	3.1	4.2	3.0	1.7	12.0
Coimbatore . . . .	14	1.6	3.2	0.6	5.6	11.0
Tinnevelly . . . .	5	3.3	4.6	3.9	0.3	12.1
Others . . . . .	5	2.6	4.3	0.8	1.0	8.7
<b>Woollen Mills—</b>						
Dhariwal . . . . .	1	0.9	7.4	—	2.9	11.2
<b>Iron and Steel Factories—</b>						
All States . . . . .	6	2.1	7.0	0.6	2.0	12.6
West Bengal . . . .	3	3.0	12.4	—	2.6	18.0
Bihar . . . . .	2	1.0	5.4	0.7	3.0	11.0
Madras . . . . .	1	1.5	4.5	2.5	0.2	8.7
<b>Ordinance Factories—</b>						
All States . . . . .	20	1.4	6.6	0.5	2.0	10.5
West Bengal . . . .	3	1.4	4.7	0.2	4.0	10.3
Bombay . . . . .	6	1.0	7.5	0.2	1.5	10.2
Madhya Pradesh . . .	3	0.0	9.8	—	0.7	11.4
Uttar Pradesh . . . .	7	2.0	5.4	1.3	2.0	10.7
Madras . . . . .	1	0.8	6.0	0.6	0.1	7.5
<b>Cement Factories—</b>						
All States . . . . .	8	2.6	5.9	2.0	2.2	12.7
Madras . . . . .	4	2.4	7.2	2.6	1.8	11.0
Madhya Pradesh . . .	2	1.6	4.3	3.1	2.0	11.0
West Bengal . . . .	1	3.9	3.8	—	2.7	10.4
Bihar . . . . .	1	3.3	5.3	—	3.6	12.2
<b>Match Factories—</b>						
All States . . . . .	5	4.1	4.9	0.8	2.9	12.7
Bombay . . . . .	1	3.0	5.1	2.5	1.9	12.5
West Bengal . . . .	1	3.6	4.7	—	4.3	12.6
Uttar Pradesh . . . .	1	2.5	5.5	0.6	2.5	11.1
Assam . . . . .	1	5.7	2.8	—	2.6	11.1
Madras . . . . .	1	7.1	5.7	—	3.3	16.1
<b>Tramway Workshops—</b>						
All States . . . . .	4	2.9	4.0	3.0	2.3	13.1
Bombay . . . . .	1	1.4	0.8	—	2.5	4.7
Calcutta . . . . .	1	1.6	7.2	4.1	2.7	15.6
Madras . . . . .	1	4.9	—	10.3	1.3	16.5
Delhi . . . . .	1	13.3	7.6	0.8	1.9	23.7
<b>Telegraph Workshops—</b>						
All States . . . . .	2	2.1	4.2	1.0	3.2	10.5
Bombay . . . . .	1	1.9	9.9	1.6	—	13.4
West Bengal . . . .	1	2.3	0.7	0.5	5.2	8.7

# ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

Month	Manufacturing							Gold Min- ing	Plan- tations
	Tex- tile	Engin- eering	Minerals & Metals	Food and Drink	Chem- icals and Dyes	Wood and Cera- mics	Miscel- laneous		
1949									
Average .	11.8	11.8	—	19.2	13.7	11.8	12.2	14.5	—
1950									
Average .	11.1	12.4	—	21.3	12.1	9.0	13.0	12.4	—
May .	14.1	14.5	—	28.1	14.1	10.5	8.3	20.3	—
June .	11.5	12.1	—	21.4	12.2	9.0	13.3	11.8	—
July .	9.7	10.7	—	20.7	10.5	7.7	13.0	9.3	—
August .	11.6	10.9	—	18.4	10.1	7.9	13.3	10.5	—
September .	10.3	11.6	—	21.8	10.7	8.1	12.8	11.1	—
October .	9.7	9.7	—	11.8	13.3	7.3	13.5	9.6	17.5*
November .	10.2	11.0	—	14.9	13.3	7.9	6.9	10.4	20.3
December .	11.3	13.5	—	13.3	9.9	15.1	12.8	9.5	16.5
1951									
January .	12.5	12.5	—	14.5	10.5	7.7	6.2	9.4	18.1
February .	14.0	13.0	—	17.9	10.6	8.3	11.4	9.8	19.9
March .	14.5	12.0	14.7	18.2	11.2	12.5	9.8	9.7	18.5
April .	13.1	12.7	16.2	18.4	13.5	9.4	9.3	10.3	20.0
May .	11.0	13.4	15.9	12.6	13.3	8.9	8.5	10.1	22.4

\* The figures were previously being included under "Food & Drink".

## Absenteeism in Manufacturing, Mining and Plantation Industries in Mysore State during May, 1951, by Causes

Industry	Number of returns	Percentage of absenteeism due to				
		Sickness or accident	Social or religious causes	Other causes		All cases
				With leave	Without leave	
1	2	3	4	5	6	7
Manufacturing—						
Textiles .	20	0.6	1.0	6.0	3.4	11.0
Engineering .	14	3.0	0.4	6.4	3.6	13.4
Minerals & Metals .	2	2.1	3.1	2.1	8.6	15.9
Food and Drink .	5	1.7	2.8	5.8	2.3	12.6
Chemicals and Dyes .	6	2.2	2.1	3.6	5.4	13.3
Wood and Cera- mics .	8	1.1	0.3	4.4	3.1	8.9
Miscellaneous .	8	5.8	—	1.4	1.3	8.5
Gold Mining .	3	3.9	0.1	1.4	4.7	10.1
Plantations	9	—	—	—	—	22.4

Source.—Labour Commissioner, Mysore.

## Employment Service

## EMPLOYMENT EXCHANGE STATISTICS

Period	No. of exchanges at the end of the period	No. of registra- tions dur- ing the period	No. of applicants placed in employ- ment during the period	No. of applicants on the live registers at the end of the period	No. of employers using the exchanges during the period	No. of vacancies notified during the period	No. of vacancies outstand- ing at the end of the period
1	2	3	4	5	6	7	8
15th August, 1947 to 31st December, 1947	53	207,838	61,729	236,734	2,879*	97,802	68,756
1948 . . . . .	54	868,787	250,774	239,033	3,422*	380,118	55,131
1949 . . . . .	55	1,066,351	256,809	274,335	4,483*	362,011	29,202
1950 . . . . .	67	1,210,358	331,193	330,743	5,566*	419,307	28,189
June . . . . .	64	109,034	29,850	322,958	5,948	36,901	27,911
July . . . . .	64	121,017	29,303	345,395	6,919	34,900	24,388
August . . . . .	65	119,682	29,021	365,732	6,135	34,858	23,432
September . . . . .	65	101,585	29,377	347,944	6,313	34,802	23,396
October . . . . .	66	92,835	27,302	338,311	5,523	34,006	25,269
November . . . . .	66	114,139	34,554	333,628	5,879	43,078	27,570
December . . . . .	67	115,330	33,809	330,743	5,739	41,664	28,189
1951—							
January . . . . .	67	120,050	34,631	345,159	6,048	39,282*	26,987
February . . . . .	67	107,968	32,978	348,748	6,011	39,625	26,728
March . . . . .	67	112,004	38,263	337,092	6,857	44,202	25,590
April . . . . .	122	113,437	35,396	331,372	6,387	41,813	24,547
May . . . . .	124	115,686	34,719	328,837	7,020	43,089	26,186
June . . . . .	124	119,464	34,540	330,369	6,719	39,872	25,429

\* Monthly averages.

## Employment Exchange Statistics for June, 1951, by States

State or Region	No. of exchanges	No. of registra- tions	No. of applicants placed in employ- ment during the month	No. of applicants on the live registers at the end of the month	No. of employers using exchanges	No. of vacancies notified	No. of vacancies outstand- ing
1	2	3	4	5	6	7	8
Assam . . . . .	3	2,564	466	9,950	70	460	460
Bihar . . . . .	15	8,276	2,638	24,006	225	2,620	3,426
Bombay . . . . .	10	13,078	2,332	36,184	756	3,363	2,627
Madhya Pradesh . . . . .	5	5,606	844	16,121	221	1,213	1,096
Madras . . . . .	28	22,574	6,134	72,527	904	7,064	3,782
Orissa . . . . .	2	874	428	1,768	37	683	534
Punjab . . . . .	14	8,804	2,281	19,426	685	3,060	2,494
Uttar Pradesh . . . . .	30	33,146	14,428	61,678	2,994	15,237	6,470
West Bengal . . . . .	6	13,893	2,582	59,883	327	3,268	2,896
Hyderabad . . . . .	3	1,907	204	9,937	62	327	380
Delhi, Rajasthan & Ajmer.	8	8,742	2,113	18,880	438	2,557	2,237
Total . . . . .	124	119,464	34,540	330,369	6,719	39,872	25,429

Source.—Directorate-General of Resettlement and Employment.

## TRAINING STATISTICS

Month	No. of centres at the end of the period	Number of persons undergoing training at the end of the period				
		Technical	Vocational	Women	Apprenticeship	Total
1	2	3	4	5	6	7
1947—						
September . . . . .	187	5,800	1,878	893	265	8,836†
1948—						
June . . . . .	323	8,922	3,619	299	1,080	13,920†
1949—						
June . . . . .	519	11,630	4,909	264	2,685	19,498†
1950—						
June . . . . .	126	4,142	656	138	11	4,947
July . . . . .	98	6,022	1,162	322	—	7,506
August . . . . .	63	8,635	1,886	349	—	10,870
September . . . . .	63	9,465	2,215	340	—	12,020
October . . . . .	63	9,238	2,136	327	—	11,701
November . . . . .	63	8,730	2,082	318	—	11,130
December . . . . .	63	8,466	2,014	338	—	10,816
1951—						
January . . . . .	63	8,293	1,989	331	—	10,613
February . . . . .	63	8,217	1,950	331	—	10,498
March . . . . .	63	8,037	1,925	328	—	10,290
April . . . . .	84	7,064	1,831	282	606	10,683
May . . . . .	204	7,906	1,745	270	744	10,665
June . . . . .	209	7,764	1,412	148	839	10,163

\* The scheme has since been discontinued.

† Excluding disabled persons.

## Training Statistics for June, 1951, by States

State	No. of Centres	Number of persons undergoing training				
		Technical	Vocational	Women	Apprenticeship	Total
1	2	3	4	5	6	7
Assam . . . . .	1	261	75	—	—	336
Bihar . . . . .	3	396	62	—	—	458
Bombay . . . . .	5	836	77	—	—	913
Madhya Pradesh . . . . .	1	312	31	—	—	343
Madras . . . . .	10	802	58	2	—	862
Orissa . . . . .	2	255	46	—	—	301
Punjab . . . . .	6	854	293	—	—	1,147
Uttar Pradesh . . . . .	125	1,283	272	113	403	2,071
West Bengal . . . . .	40	1,497	367	—	436	2,300
Mysore . . . . .	3	211	10	—	—	221
P.E.P.S.U. . . . .	1	87	—	—	—	87
Rajasthan . . . . .	1	68	—	—	—	68
Travancore-Cochin . . . . .	4	261	38	—	—	299
Ajmer . . . . .	1	108	—	—	—	108
Coorg . . . . .	1	33	10	11	—	54
Delhi . . . . .	4	420	57	22	—	499
Himachal Pradesh . . . . .	1	80	7	—	—	87
Total . . . . .	209	7,764	1,412	148	839	10,163

Note.—Apart from the figures given above, 191 Primary School Teachers and 91 Instructor trainees were also undergoing training at the end of June, 1951.

Source.—Directorate General of Resettlement and Employment.

## Labour in Coal Mines

TABLE I

## TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

Month	Under-ground	Open workings	Surface	Total
1950—				
May . . . . .	3,613,651	837,293	2,955,126	7,424,070
June . . . . .	3,638,066	750,790	2,887,470	7,276,327
July . . . . .	3,750,430	649,837	3,147,860	7,548,127
August . . . . .	4,272,546	749,919	3,282,463	8,304,928
September . . . . .	4,573,790	674,920	3,377,501	8,626,211
October . . . . .	4,142,745	1,183,517	3,212,622	8,538,884
November . . . . .	3,906,055	776,519	3,121,111	7,803,685
December . . . . .	4,303,106	826,952	3,260,009	8,390,067
1951—				
January . . . . .	4,424,373	812,503	3,260,528	8,497,404
February . . . . .	4,319,962	803,502	3,150,177	8,273,641
March . . . . .	4,425,146	835,955	3,172,504	8,433,605
April . . . . .	4,390,474	780,275	3,201,983	8,372,732

TABLE II

## PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN COAL MINES

Month	Under ground	Open workings	Surface	Overall
1950—				
May . . . . .	—	—	—	14·30
June . . . . .	—	—	—	14·00
July . . . . .	15·65	15·32	10·67	14·27
August . . . . .	15·55	13·63	10·83	13·57
September . . . . .	17·76	23·29	10·03	13·56
October . . . . .	16·69	14·72	10·68	14·24
November . . . . .	17·08	13·80	10·98	14·47
December . . . . .	15·01	10·53	9·83	13·73
1951—				
January . . . . .	14·82	18·18	10·32	14·03
February . . . . .	15·47	12·90	9·71	11·96
March . . . . .	15·44	13·33	11·12	13·59
April . . . . .	14·91	13·95	10·26	13·10

Source.—Chief Inspector of Mines, Dhanbad.

TABLE III  
AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN  
COAL MINES

	Jharia				Raniganj			
	Basic Wages	Dearness allowance	Other cash payments	Total	Basic Wages	Dearness allowance	Other cash payments	Total
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1950								
May	4 2 0	5 14 0	1 7 0	11 7 0	3 9 0	5 5 0	1 10 0	10 8 0
June	4 3 5	6 3 3	1 6 9	11 13 5	4 3 11	6 10 4	1 7 10	12 6 1
July	4 7 9	6 7 1	1 7 6	12 6 4	4 2 8	5 4 9	1 6 0	10 13 5
August	4 5 4	6 5 8	1 8 9	12 3 9	3 4 3	4 12 1	1 3 2	9 3 6
September	4 5 1	6 4 7	1 7 1	12 0 9	3 12 9	5 8 7	1 4 1	10 9 4
October	4 2 8	6 1 9	1 3 7	11 8 1	4 0 5	5 13 6	1 5 8	11 3 7
November	4 5 7	6 4 9	1 5 3	11 15 7	3 12 3	5 8 7	1 4 3	10 9 1
December	4 11 5	7 0 9	1 8 9	13 4 11	4 0 4	5 8 0	1 5 10	10 4 2
1951								
January	4 9 9	6 15 0	1 7 1	12 15 10	3 1 11	5 9 6	1 5 6	10 0 11
February	4 5 5	6 9 7	1 6 7	12 5 7	3 15 2	5 15 0	1 7 0	11 5 2
March	4 11 11	7 13 3	1 7 10	14 1 0	4 0 0	6 0 0	1 12 1	11 12 1
April	3 15 7	5 6 4	1 4 3	10 10 2	3 15 11	5 13 4	1 6 4	11 3 7

TABLE IV  
PRODUCTIVITY OF WORKERS EMPLOYED IN THE COAL MINES

	Output (in tons) per man-shift for		
	Miners and loaders	All persons employed in underground and open workings	All persons employed above and below ground
1950—			
May	1.07	0.57	0.34
June	0.98	0.52	0.31
July	1.01	0.52	0.30
August	0.96	0.50	0.30
September	0.96	0.52	0.32
October	0.96	0.48	0.30
November	1.03	0.54	0.32
December	1.00	0.54	0.33
1951—			
January	1.01	0.55	0.34
February	1.01	0.55	0.34
March	0.99	0.55	0.34
April	1.06	0.58	0.36

Source.—Chief Inspector of Mines, Dhanbad.

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